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TABLE OF CONTENTS

OVERVIEW	1 – 6
<i>Procedures for 2020 Periodic Program Review</i>	
<i>Facilities</i>	
<i>Teaching</i>	
<i>Research</i>	
<i>Extension</i>	
<i>Administrative Structure and Procedures</i>	
<i>Primary Recommendations</i>	
<i>Statements about DHN in 2020 with regard to those challenges from 2014</i>	
CERTIFICATE AND DEGREE PROGRAMS	7 – 21
<i>Bachelor of Science in Dietetics</i>	
<i>Bachelor of Science in Human Nutrition</i>	
<i>Undergraduate Certificates</i>	
<i>Master of Science in Nutrition and Food Systems</i>	
<i>Online Applied Nutrition & Culinary Medicine Certificate</i>	
<i>Future PhD Program</i>	
<i>Enrollment Five-Year Trend</i>	
<i>Total Undergraduate Enrollment in Dietetics and Human Nutrition</i>	
<i>4-Year Graduate Rate Trend & Cohort Size</i>	
<i>BS Degree Enrollment at Kentucky Public Universities</i>	
<i>Composition of Student Enrollment and Recent Graduates</i>	
<i>Curriculum Development</i>	
<i>Student Success Measures and Outcomes</i>	
<i>Delivery of Instruction</i>	
<i>Learning Outcomes Assessment</i>	
<i>Student Teaching and/or Research Assistantship and Fellowship</i>	
FACULTY AND STAFF	21 – 23
<i>Faculty Composition</i>	
<i>Staff Composition</i>	
<i>Faculty and Staff Success</i>	
<i>Faculty FTE by Mission Over Time</i>	
RESEARCH	24 – 25
<i>Direct Awards Five-Year Trend</i>	
<i>Grant Expenditures Five-Year Trend</i>	
<i>Direct Awards/Faculty Ratio</i>	
<i>2018-2019 Fiscal Year Grants</i>	
<i>Total Awards (\$), 5-Year Trend by Funding Source</i>	
<i>Undergraduate Research</i>	
SERVICE, EXTENSION, AND OUTREACH	26
<i>KERS Faculty Contacts Five-Year Trend</i>	
<i>2018-2019 Numbered Fact Sheets/Faculty Ratio</i>	

DIVERSITY, INCLUSIVITY, AND CIVILITY	27 – 29
<i>Diversity and Inclusivity</i>	
<i>Civility</i>	
<i>Strengths and Opportunities</i>	
<i>Stakeholder Engagement</i>	
ADMINISTRATION AND GOVERNANCE	29 – 30
<i>Administrative Structure and Effectiveness</i>	
<i>Governance-related Policies and Procedures</i>	
BUDGET AND FACILITIES	30 – 33
<i>Facilities</i>	
<i>Equipment</i>	
<i>Budget</i>	
SELECTED FACULTY PUBLICATIONS, AWARDS, AND ACTIVITIES	34 – 41
<i>Makenzie Barr, PhD, RDN</i>	
<i>Sandra Bastin, PhD, RDN, LD</i>	
<i>Dawn Brewer, PhD, RDN, LD</i>	
<i>Liz Combs, EdD, RDN, LD</i>	
<i>Kyle D. Flack, PhD, RDN, LD</i>	
<i>Alison Gustafson, PhD, MPH, RDN</i>	
<i>Jessica Houlihan, PA</i>	
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<i>Chef-in-Residence, Bob Perry</i>	
<i>Marketing and Communications Specialist, Renee Fox</i>	
<i>Department Business Officer, Vacant Position</i>	
<i>Outreach Program Coordinator, Kendra Oo</i>	
<i>Staff Support Associate, Tracy Cayson</i>	
<i>Computer Support Specialist II, Shawn Pryor</i>	
PERIODIC REVIEW COMMITTEE MEMBERS	42

I. OVERVIEW

The mission of the Department of Dietetics and Human Nutrition (DHN) in contributing excellence in learning, discovery, and engagement is to:

- 1) Promote healthy lifestyles through sustainable, nutritionally-sound, food choices and regular physical activity;
- 2) Enhance the well-being of people through meaningful nutrition education, research, and service experiences; and
- 3) Expand economic opportunity by generating and sharing knowledge of human nutrition, dietetics, and food systems.



a. Procedures for 2020 Periodic Program Review

In fall 2019, the department received notification of the Periodic Program Review (PPR) to be conducted in 2020. The previous review was completed in April 2014. In preparation for the 2020 review, the Chair developed a 1-page summary document which was reviewed by the Director of Graduate Studies and the Director of Undergraduate Studies. With minor revisions, the summary document was presented at the November 2019 DHN Faculty Meeting for review by all faculty and staff. Input was incorporated and the following summary document (page 2) was presented at the initial PPR meeting in December 2019. We welcome additional topics and insights from the review committee. We extend gratitude for the work of the committee and will take full advantage of your report to guide future program direction, improvements, and success. The following highlights current challenges and goals the department has identified across our mission areas.



DHN Periodic Program Review 2020

FACILITIES:

1. The most significant challenge for DHN currently is our lack of adequate facilities. We are located in Erikson Hall and Funkhouser Building.
2. Our operations include two commercial kitchens (Campus Kitchen and The Lemon Tree), a restaurant dining area, and high demand for classroom space in central campus.
3. We devote significant resources to maintaining and remodeling facilities each year and lack easy access to high-quality classrooms for our large lectures. Classrooms are often too hot and have broken furniture, creating a less than desirable learning environment.
4. The department would be able to make a significantly greater contribution to the College and the University if DHN were located closer to other College facilities with modern classroom and food lab spaces. These facilities are included in the College Master Plan; however, implementing the plans will require significant effort to secure resources.

TEACHING:

1. Undergraduate student recruitment and retention are concerns.
2. We are required to transition to an Accelerated Coordinated Program in Dietetics (ACP)
 - Our ACP program will replace the Coordinated Program (CP) with a 5-year MS/RD eligible track
 - This will result in DHN offering:
 - BS in Dietetics
 - BS in Human Nutrition
 - MS in Dietetics from the ACP and Dietetic Internship
 - MS in Nutrition & Food Systems
3. Recruitment of MS students, especially those who have certification as a Registered Dietitian (RD) is a priority. We offer an MS in Nutrition and Food Systems on campus and plan to offer a fully online option.

RESEARCH:

1. Continued new faculty mentorship. We have three junior faculty in Regular Title appointments who have not yet secured independent extramural funding.
2. We are currently supported by CDC, NIH, RWJF, USDA. We should build on the strengths of these established research networks.
3. Two recently awarded sponsored projects will allow us to hire two Project Coordinators at the MS level.

EXTENSION:

1. We now have four Extension Specialists and need to develop a coordination/strategic planning process that aligns with and supports Family and Consumer Sciences Extension.
2. Diverse stakeholder input would be valuable (Administrators, Agents, & Collaborators).
3. New Extension leadership presents the opportunity for multi-disciplinary Extension food programs.

ADMINISTRATIVE STRUCTURE AND PROCEDURES:

1. New Business Officer is in place with significant improvement in procedures and reporting occurring.

2. We will continue to develop budget tracking, reporting, and planning systems that are accurate and transparent.
3. We are awaiting well-defined procedures for tuition reimbursement for online courses/programs.

b. Summary of 2014 Periodic Program Review (PPR)

The following is a summary of the previous Periodic Program Review from April 2014. At that time, the department's name was "Nutrition and Food Science" (NFS). The department was composed of 12 faculty members (including two lecturers), an academic coordinator, a program coordinator, and support staff who participate in the academic programs in the department. In addition, support is provided from the Advising Resource Center in HES. The department chair has provided steady leadership that is moving the department in a positive direction with forward-looking vision. Interviews with undergraduate and graduate students, faculty, and FCS Extension agents resulted in predominantly positive feedback on the department's programs along with some excellent suggestions on areas of improvement in the future.

Primary Recommendations:

- Solidify Chair position as permanent appointment
- To grow the research enterprise and meet teaching demands, additional faculty are needed who will in turn support further development of the graduate program; suggest two FTE instruction, one FTE for research and one FTE for Extension, Junior faculty member (epidemiology), Mid-level faculty nutrition, exercise, obesity research, Junior faculty for grad and undergrad medical nutrition therapy courses with recent field experience
- Review and update graduate program, including the course offerings
- Department needs to come to consensus on the direction of the research enterprise
- DHN should use technology to communicate with FCS Agents for updates, discussion of consumer trends, and informational needs
- Some older Extension materials need to be more professional looking and have content updated; could use undergraduate students, graduate students, and FCS Agents to support this work
- With College input, need to develop a plan to repair/upgrade ageing facilities and replace critical pieces of equipment.

Statements about DHN in 2020 with regard to those challenges from 2014:

- We now have an adequate operating budget.
- While we continue to have a majority junior faculty, progression through tenure and promotion is on track and more faculty are engaged in leadership positions.
- We have increased research funding and have adequate salary savings and diverse research opportunities for our students.
- We are a cohesive, civil, productive department moving toward common goals.
- We have improved student assessment methods and are working to remain current with accreditation standards.
- We have reduced the faculty to student ratio and are prepared to implement student recruitment strategies to help qualified students who are interested in food and nutrition find and apply to our programs.

The remainder of this PPR self-study document provides qualitative and quantitative data relevant to the priorities identified on page two and documentation supporting statements regarding progress since the last (2014) review. The people in our department are the most important resource we have.

We are passionate about fulfilling our mission. Our web page provides a good introduction and overview of our department. We think of this as our “front door” <http://dhn.ca.uky.edu/about-dhn> .

II. CERTIFICATE AND DEGREE PROGRAMS

Bachelor of Science in Dietetics

Our Bachelor of Science in Dietetics degree equips students to become Registered Dietitian Nutritionists (RDN) with two program track options, both accredited by the Accreditation Council for Education in Nutrition and Dietetics. Graduates are eligible and prepared for a dietetic internship, which makes them eligible to sit for the Commission on Dietetic Registration national registration exam to earn the RDN credential.

Bachelor of Science in Human Nutrition

Our Bachelor of Science in Human Nutrition degree provides a foundational knowledge of how diet and physical activity play a role in improving and preventing disease, thus preparing students for further study in nutritional sciences and health-related fields. Most graduates go on to study medicine, dentistry, physician assistant studies, osteopathic medicine, optometry, pharmacy, or physical therapy.

Undergraduate Certificates

For undergraduates looking for further specialization, we offer a certificate in Food Systems and Hunger Studies and a certificate in Nutrition for Human Performance.

Master of Science in Nutrition and Food Systems

Our graduate education program focuses on the impacts of food systems and diet on human health. Students explore strategies to reduce the risk of chronic disease among individuals and communities.

Online Applied Nutrition & Culinary Medicine Certificate

This graduate certificate presents evidence-based strategies to address patients' and clients' specific nutrition needs. This online, 12-credit certificate is designed for health professionals: physicians, nurses, physician assistants, physical therapists, and medical professionals in postgraduate training.

Future PhD Program

Over the past 12 months, there were over 900 job listings for PhD degrees in our field. The job market is projected to experience relatively high growth. This may be due in part to an increased need for PhD level faculty since all new Registered Dietitians will be required to have an MS degree in 2024. There is also a growing demand for PhD, RDN employment with federally sponsored nutrition education programs (i.e. Expanded Food & Nutrition Education Program and Supplemental Nutrition Assistance Program Education). These federal programs continue to improve the rigor of their educational programs and are required to evaluate and report program efficacy in the scientific literature. There is remarkable job growth in the relatively new field of food systems. For example, Dr. Lilian Brislen serves as the Director of The Food Connection on our campus. She and her team work to ensure that Kentucky produced foods are a significant portion of our UK dining program operated by Aramark. State and city governments, and the Cooperative Extension Service now employ farm-to-table specialists or “local food brokers.” Given the future demand for PhD-level expertise in our academic field we plan to submit a PhD program proposal contingent on the guidance provided by this periodic program review.

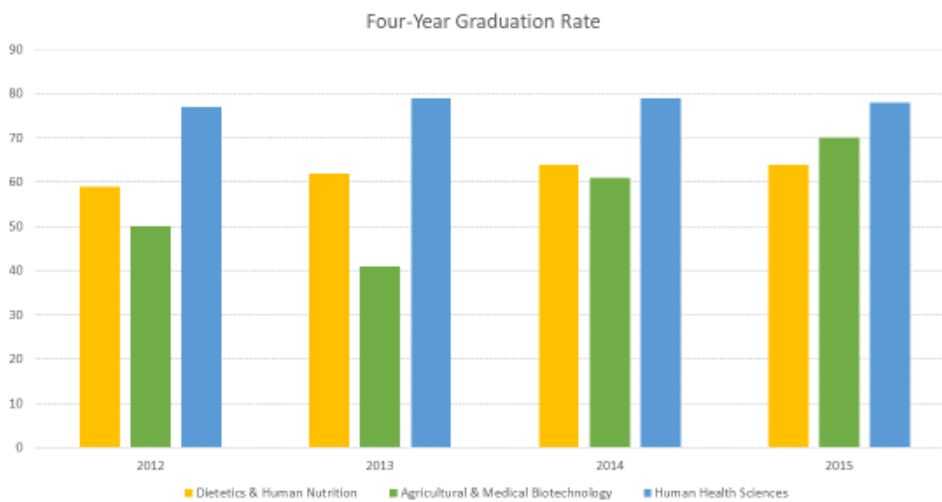
a. Student and Employer Demand

As shown by the data below, our department enrollment has gone from over 500 students (2014 - 2015) to just under 300 in 2018. Our current enrollment is approximately 250 students. Some of this decline is a result of an enrollment management system that accepts only students with the best potential to successfully complete our programs. However, some of the reduction is due to competition from other undergraduate degrees which compete with Human Nutrition to prepare students for professional degrees in medicine, pharmacy, dentistry, and other related fields. We are prepared to increase our marketing and recruitment efforts to attract undergraduates to the Human Nutrition degree, promote our new ACP program for Dietetics students, and to recruit graduate students interested in Nutrition and Food Systems.

Enrollment Five-Year Trend

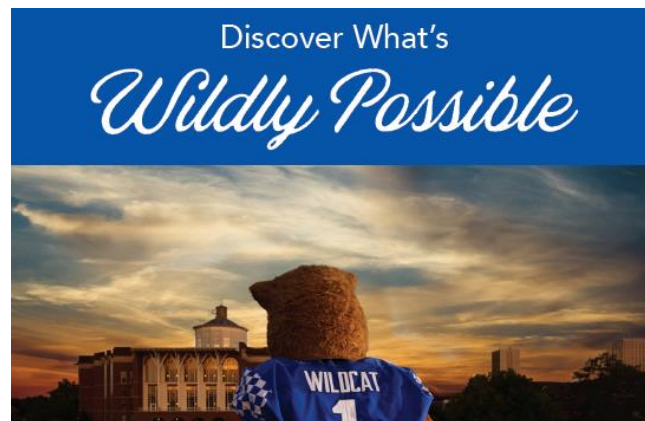
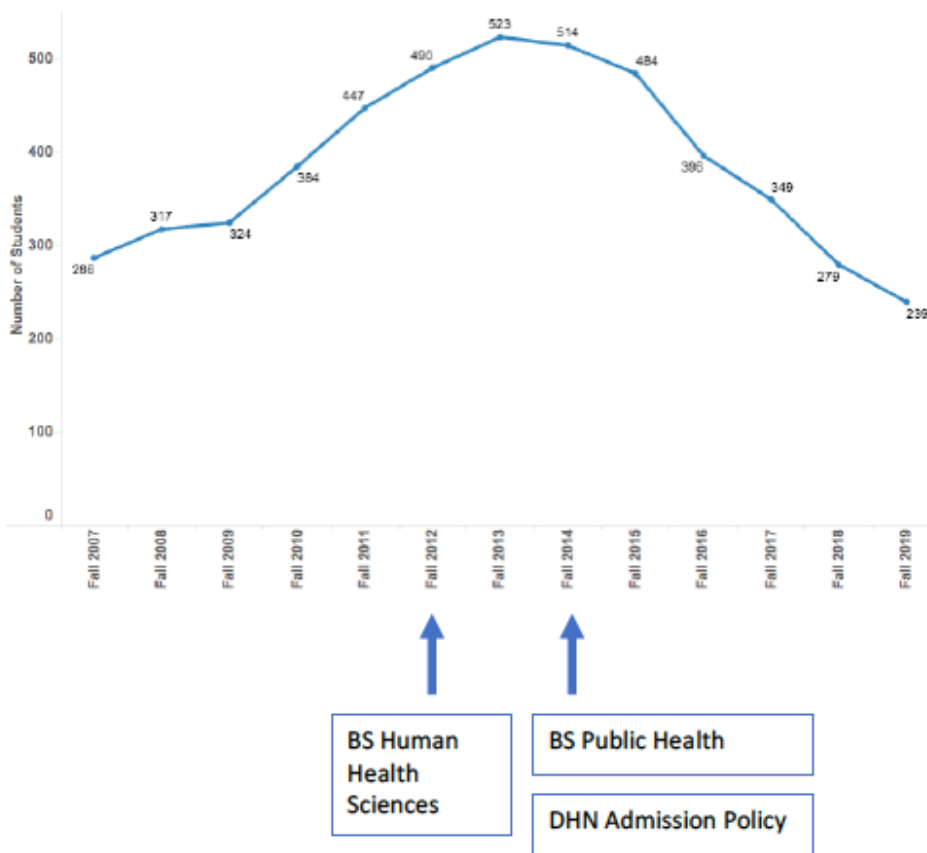
	2014-2015	2015-2016	2016-2017	2017-2018	2018-2019
Diet. BS	249	252	208	184	154
HN BS	260	228	184	165	122
Master's	22	23	20	19	18
Total	531	503	412	368	294

The following graph shows graduation rates in programs similar to DHN at UK, namely a BS in Agricultural and Medical Biotechnology and a BS in Human Health Sciences. In 2012, the new College of Health and Human Sciences (HHS) graduated the first cohort of students with a BS in Human Health Sciences. This new degree program is housed in state-of-the art teaching and research facilities in a new College and attracts students who might in the past have chosen to earn a BS in the Human Nutrition program. The majority of these graduates enter professional schools in dentistry, medicine, pharmacology, physical therapy, or physicians' assistant programs.



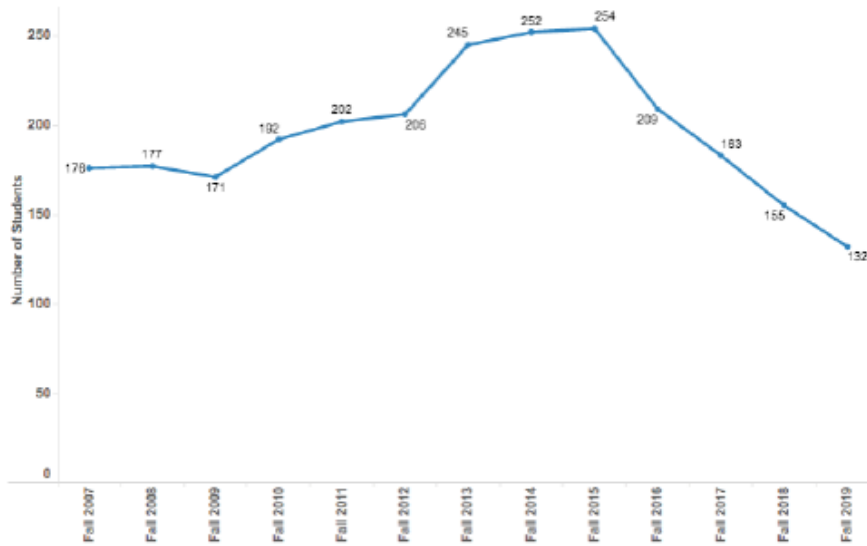
The graph below illustrates trends in enrollment following development of competing UK undergraduate degree programs and the implementation of our enrollment management system (DHN Admission Policy).

Total Undergraduate Enrollment in DHN – Human Nutrition + Dietetics

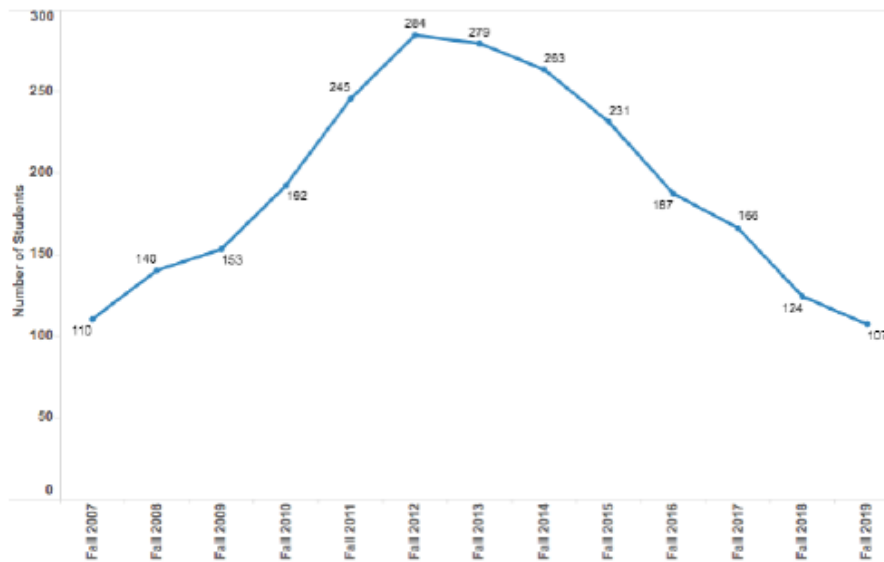


The following charts illustrate separate enrollment trends for Dietetics and for Human Nutrition. The sharp decline in 2014-2015 for Dietetics is likely due to the enrollment management system with more rigorous admission guidelines. A decline in Human Nutrition coincided with the launch of a BS in Human Health Sciences program.

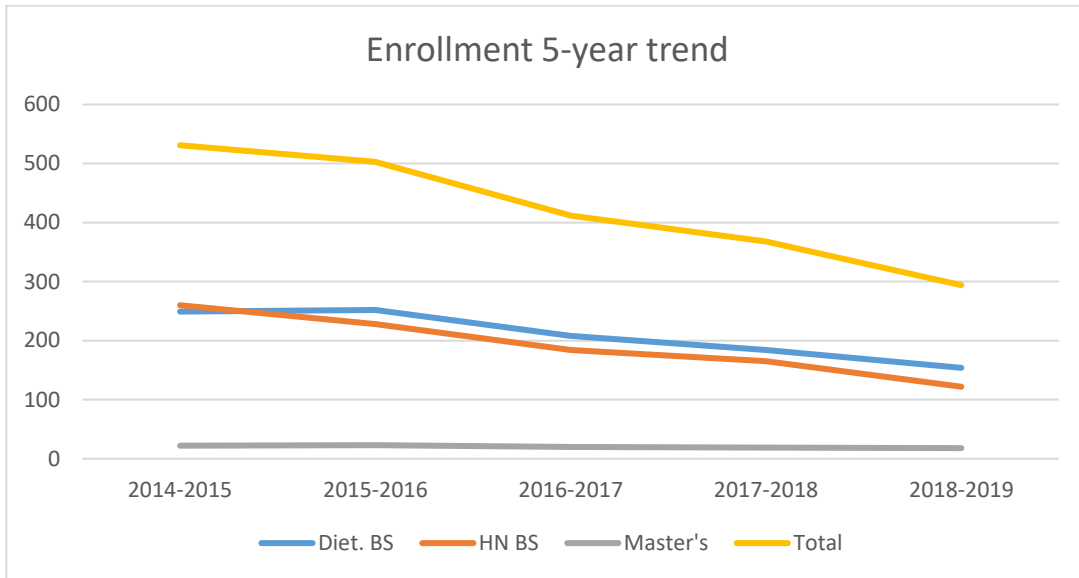
Undergraduate Enrollment – Dietetics + Pre-Dietetics



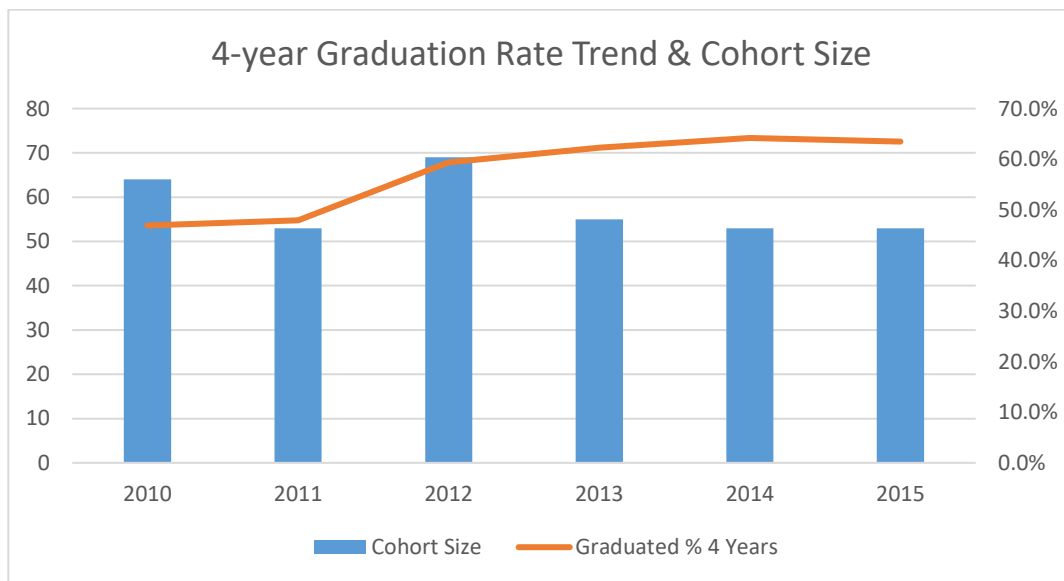
Undergraduate Enrollment - Human Nutrition + Pre-Human Nutrition



This enrollment trend is shown in a different format below. We will share our plans for program marketing and student recruitment with the review committee during the site visit in April 2020.



As shown below in orange, since 2011 we have seen an improvement in our 4-year graduation rate.

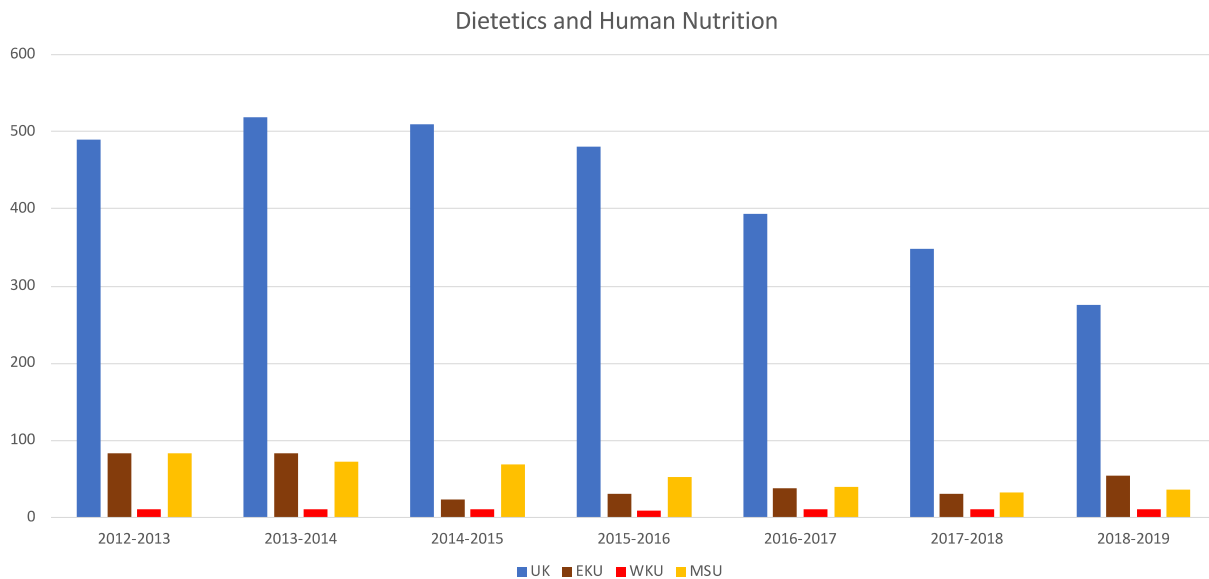


Enrollment at Kentucky public universities for dietetics and human nutrition programs is shown below in table and chart formats. This information compares our enrollment trends with those of similar programs at Kentucky public universities.

Enrollment across Kentucky Public Institutions

CIP	Program	Degree Level Code	Institution ¹	2012-2013		2013-2014		2014-2015		Semester1 2015-2016		2016-2017		2017-2018		2018-2019	
				Fall Enrollment	% of Total Enrollment	Fall Enrollment	% of Total Enrollment	Fall Enrollment	% of Total Enrollment	Fall Enrollment	% of Total Enrollment	Fall Enrollment	% of Total Enrollment	Fall Enrollment	% of Total Enrollment	Fall Enrollment	% of Total Enrollment
19.0501	Foods, Nutrition, and Wellness Studies, General	Bachelor's	University of Kentucky	206.0	54.79%	241.0	59.95%	249.0	71.35%	252.0	74.56%	209.0	72.82%	184.0	73.90%	154.0	61.85%
			Eastern Kentucky University	83.0	22.07%	83.0	20.65%	23.0	6.59%	30.0	8.88%	37.0	12.89%	31.0	12.45%	55.0	22.09%
			Murray State University	83.0	22.07%	72.0	17.91%	69.0	19.77%	53.0	15.68%	39.0	13.59%	33.0	13.25%	36.0	14.46%
			Berea College	4.0	1.06%	6.0	1.49%	8.0	2.29%	3.0	0.89%	2.0	0.70%	1.0	0.40%	4.0	1.61%
		Master's	University of Kentucky	23.0	58.97%	25.0	60.98%	22.0	52.38%	23.0	54.76%	20.0	54.05%	19.0	52.78%	18.0	40.91%
			Murray State University	16.0	41.03%	16.0	39.02%	20.0	47.62%	19.0	45.24%	17.0	45.95%	17.0	47.22%	26.0	59.09%
19.0504	Human Nutrition	Bachelor's	University of Kentucky	283.0	100.00%	278.0	100.00%	260.0	100.00%	228.0	100.00%	184.0	100.00%	165.0	100.00%	122.0	100.00%
51.3101	Dietetics/ Dietitians (RD)	Master's	Eastern Kentucky University	19.0	100.00%	13.0	100.00%	15.0	100.00%	10.0	100.00%	1.0	100.00%	1.0	100.00%		
			Institutionally D. Western Kentucky University					10.0	100.00%	8.0	100.00%	10.0	100.00%				
		Post-Bacc C.	Western Kentucky University	10.0	100.00%	10.0	100.00%							10.0	100.00%	10.0	100.00%

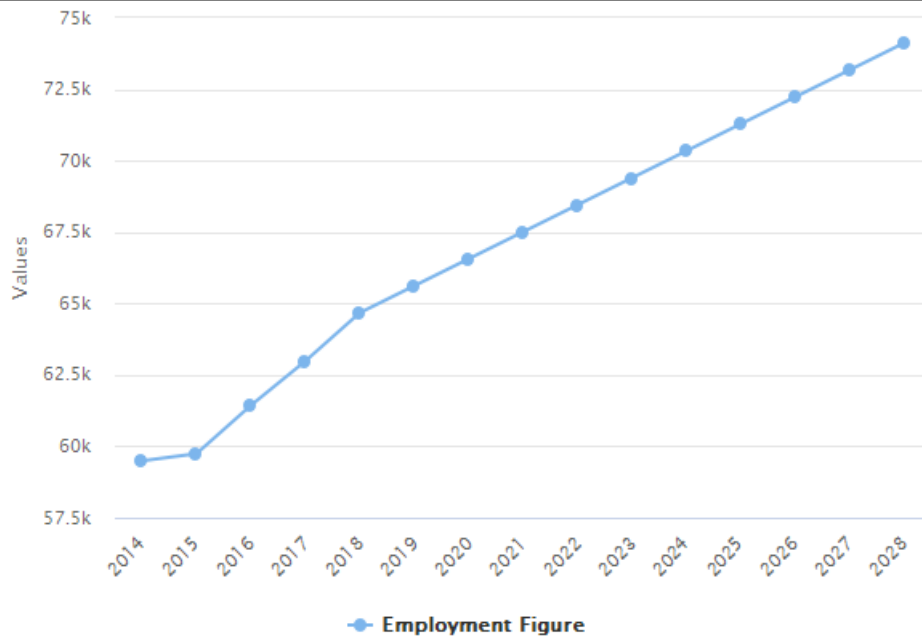
BS Degree Enrollment at Kentucky Public Universities



Employer demand remains high for graduates of all three programs. In addition, we see a growing job market for PhDs in our field. Data below were generated from the Burning Glass Program Insight software, which aggregates from national job postings.

DIETETICS & HUMAN NUTRITION BS and MS DEGREES

	2014	2015	2016	2017	2018	2028
Employment (BLS)	59,490	59,740	61,430	62,980	64,670	74,112

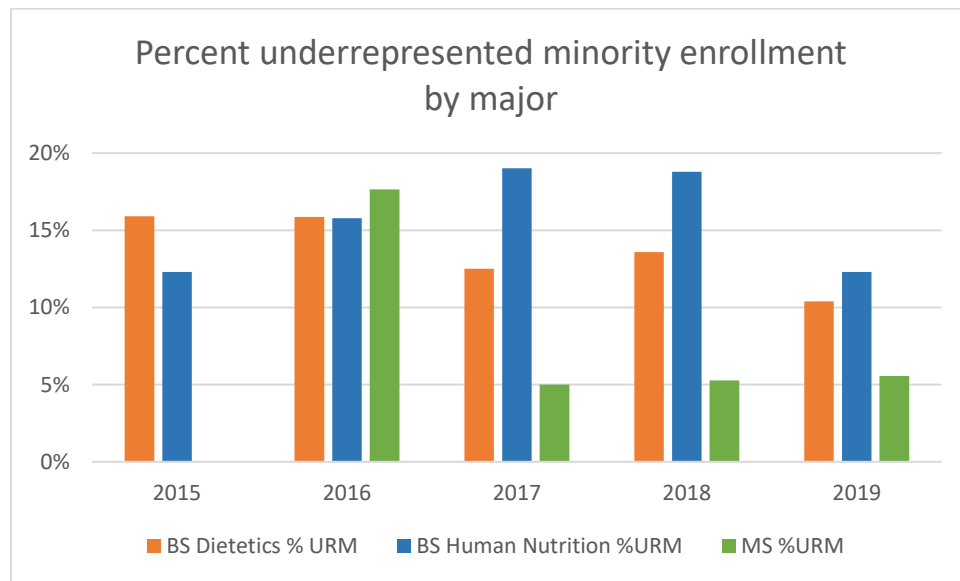


b. Composition of Student Enrollment and Recent Graduates

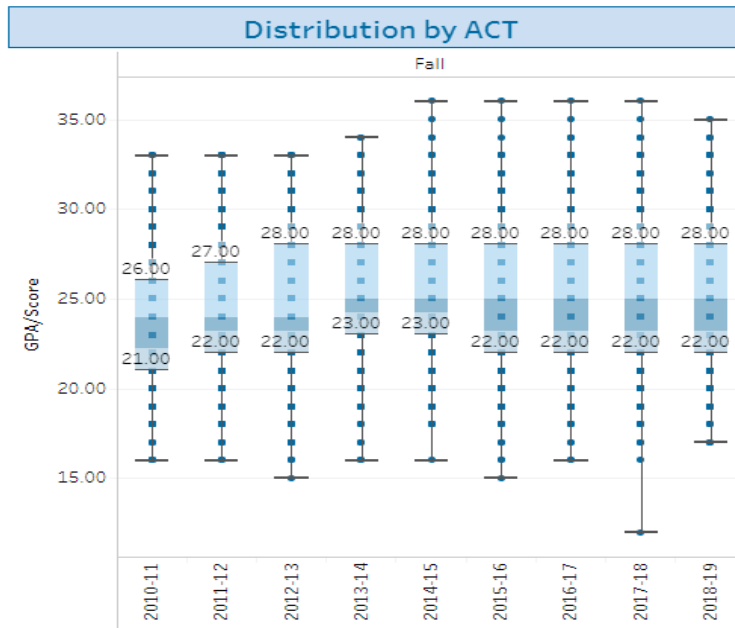
The diversity of our students strengthens the programs we offer through rich cultural contributions.

2018-2019 Enrollment (majors)

	Total	Female	Male	Minority	African American
Diet. BS	154	134	20	16	6
HN BS	122	101	21	15	7
Master's	18	15	3	1	0
Total	294	250	44	32	13



The preparedness of students in our programs has improved since implementation of the enrollment management system as shown below. This system has fostered student success and increased faculty accomplishment.



c. Curriculum Development

We are fortunate to have dedicated faculty and staff serving on our department, college, and university curriculum committees. An online system, Curriculog, is in place for processing proposed program and course changes through all steps of approval. We will be devoting significant resources to curriculum revisions to meet new requirements for an MS for all Dietetics practitioners. Our programs are accredited by the Accreditation Council for Education in Nutrition and Dietetics (ACEND). Curricula are regularly updated based on ACEND recommendations and updated requirements for degrees in dietetics and human nutrition. In 2013, our programs participated in a 10-year site review process and received reaccreditation. As described earlier, we will be making curricular changes to implement a required MS degree for practicing dietitians through our ACP and DI programs.

Innovative Instruction in Hunger Studies

Since the last self-study, undergraduate and graduate students at the University of Kentucky have been able to earn course credit for new classes that integrate hunger, food security, and poverty. For example, Introductory Nutrition students (primarily pre-health professional students) learn about food waste, hunger, and initiatives from the local to global level addressing food and nutrition security. Students are encouraged to become involved on campus through the Campus Kitchen at the University of Kentucky, Big Blue Pantry, and other student-driven initiatives. Experimental Foods students learn approaches to addressing food security in Kentucky by developing healthy and inexpensive recipes using locally grown fruits and vegetables. Global solutions to hunger are discussed with lectures and assignments on sustainability, GMOs, and fortified products formulated to treat severe acute malnutrition across the world. Some of the courses include:



- **DHN 318 Hunger, Food Behavior, and the Environment:** Topics in this course include hunger and satiety, taste preferences and food aversions, food policy, sustainability, the role of the food environment, and nutrition policy. Students learn from expert lecturers and participate in relevant class field trips, including store audits at local supermarkets and gas stations.
- **DHN 319 Seminar in Hunger Studies:** This course provides a multi-disciplinary approach to hunger studies for a diverse student population across majors at the university. Students discuss current topics, read and discuss relevant books, and prepare a written paper and professional seminar on a current hunger-related issue.
- **DHN 320 Experiential Learning in Hunger Studies:** Students engage in experiential learning in volunteer, internship, study abroad, or paid work experience related to the world fight against hunger and social injustice. As part of this experiential learning experience, students complete biweekly reflections and present a seminar on their experience to faculty, staff, and peers.

In addition to new on-campus coursework, the University of Kentucky faculty lead a biennial Education Abroad program. The course, Food, Health, and Agriculture in Ghana, West Africa, focuses on Ghana’s geographic regions, history, agricultural practices and entrepreneurial opportunities for women. Through the curriculum and travel, students develop a deeper understanding of how hunger, agriculture, and gender disparities impact the lives of families in a developing country. Students and Extension Homemakers contribute to a school feeding program in a rural village providing a mid-day meal for students and jobs for two women in the village.

Innovative Instruction in Clinical Dietetics

In 2018, we began using the Simulated Patient Experience available through College of Medicine. Clinical simulation gives students experiential learning in an environment where they are safe to make mistakes from which they learn and grow. It also helps students apply the knowledge they acquire in the classroom.



Certificate Programs

Undergraduate Certificate in Food Systems and Hunger Studies

This 12-credit undergraduate certificate will help students develop a cross-disciplinary approach to understanding the impact of food systems on food security, hunger and the overall health and wellness of a community. Available on campus and online. *Upon completion of the certificate, students will be able to:*

1. Describe the impact of food systems on food security, hunger, and the overall health and wellness of a community.
2. Apply knowledge of food systems and the food environment in developing and implementing evidence - based strategies to end hunger both in the United States and globally.

The United States is the world's largest food producer.

WHY ARE SO MANY PEOPLE STILL HUNGRY?

Food Systems and Hunger Studies
A 12-CREDIT UNDERGRADUATE CERTIFICATE

This 12-credit hour certificate will help you develop a cross-disciplinary approach to understanding the impact of food systems on food security, hunger, and the overall health and wellness of a community. For more information on course requirements, credit hour restrictions and more, visit the website below.

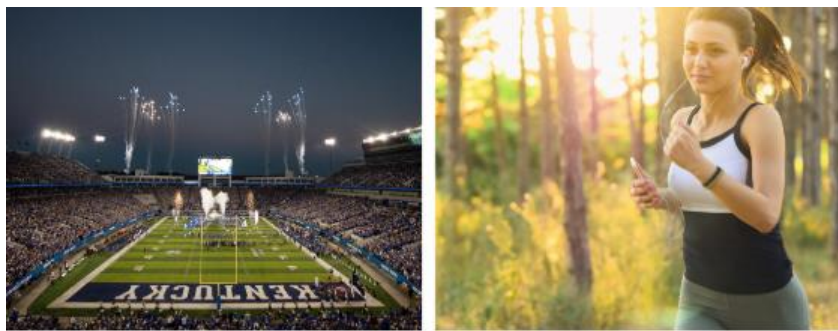
If you are another UK student in supporting food security or hunger, the University of Kentucky has the resources you need. Visit our website for more information.

University of Kentucky

WWW.UKY.EDU/HUNGER

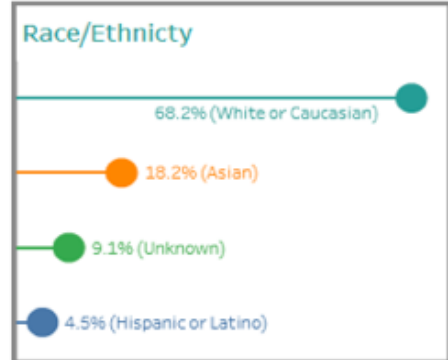
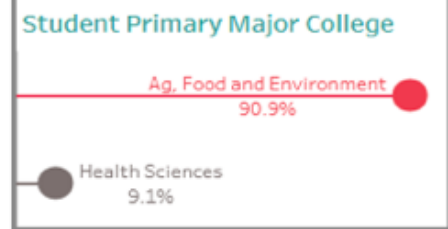
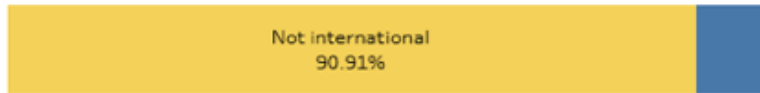
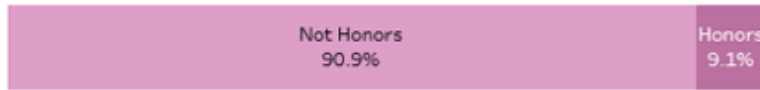
Undergraduate Certificate in Nutrition for Human Performance

Dietetics and Human Nutrition, in collaboration with Human Health Sciences, Kinesiology and Health Promotion offers an undergraduate Certificate in Nutrition for Human Performance. Courses focus on the integration of nutrition and exercise to properly support physical activity, fitness, and athletic performance at all levels, from those just starting an exercise program, to elite athletes, and those recovering from injury. This certificate also provides students with cross-disciplinary knowledge of the relationship between exercise physiology, nutrition, and overall wellness. Students have a unique opportunity to expand their knowledge in an area not traditionally or fully addressed in each individual degree program. This certificate provides specialized learning, making graduates more competitive at securing a supervised practice internship and employment as a Registered Dietitian Nutritionist.



The certificate in Nutrition and Human Performance (NHP) is currently administered by the College of Health Sciences. However, the distribution of students (91% in CAFE) enrolled in the NHP certificate justifies the need for the certificate to be housed in DHN. All certificate students meet with the NHP Co-Director in DHN because the certificate is controlled enrollment. All DHN students in the certificate complete their 3-credit hour experiential learning experience (DHN 591) with the DHN Co-Director. This is 5-10 DHN students per semester conducting NHP-related experiential learning. Of the 21 degrees awarded since 2017 with the NHP certificate, 76% have been conferred to DHN students.

Student Demographics



The Freedom to Learn From Anywhere. This is What's Possible.

APPLIED NUTRITION & CULINARY MEDICINE

Expand Your Health Education with Nutrition & Culinary Tactics

Learn nutritional strategies for the healthy and diseased patient; the role of an inter-professional team for optimal treatment; physiological mechanisms underlying chronic disease related to nutrition status; and the impact of cooking and nutrition on health and well-being.

For more information about this program and other online degrees visit uky.edu/online.

For additional information contact:
 Dr. Sara Pollock
 Director of Graduate Certificate
 Email: sara.pollock@uky.edu | Phone: 859.238.5741

ONLINE University of Kentucky
 College of Agriculture, Food and Environment
 College of Health Sciences
 College of Medicine

Graduate Certificate in Applied Nutrition and Culinary Medicine

This graduate certificate allows students to discover evidence-based strategies to address patient and client nutrition needs. Connect with nutrition educators at the University of Kentucky to learn about nutritional approaches and practical culinary strategies to promote health. Elective courses offer supplemental skills to enhance any health professionals' toolkit, such as applicable and current information on dietary supplements, social marketing for behavior change, and community programming. This online, 12-credit graduate certificate is designed for any health and medical professional that seeks to promote positive health outcomes using evidence-based nutrition information. Online courses are developed and taught by faculty in the Colleges of Agriculture, Food and Environment, & Health Sciences and Medicine.

Student Success Measures and Outcomes

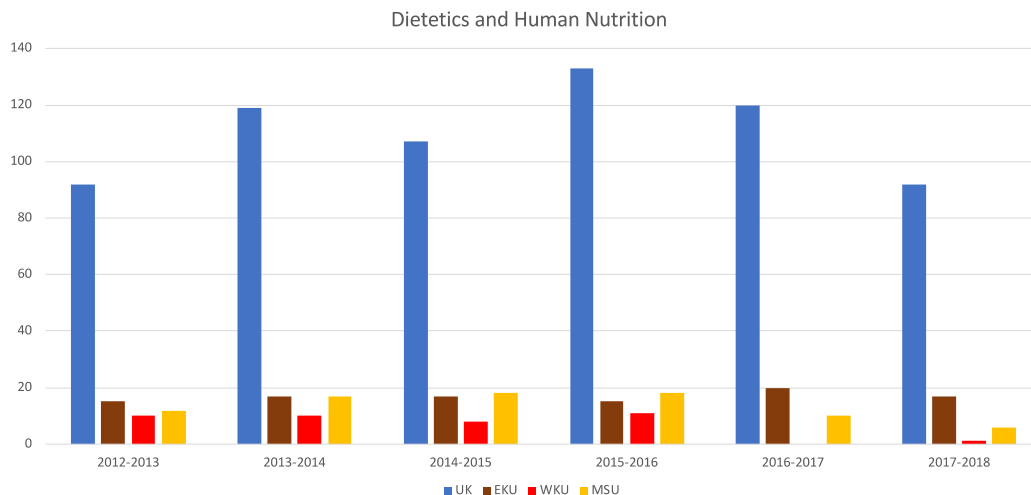
The following table shows graduation and retention in the Department of Dietetics and Human Nutrition. Our 4-year undergraduate graduation rates have improved substantially since 2005 from 40% to 64%. Since implementing the enrollment management system, 4-year graduation rates have been maintained above 60% for the most recent three years shown below. The university is targeting a 6-year graduation rate of 70%. Our annual cohort of new students has grown since 2005-2006, and most recently been steady with around 50 new students each year.

Retention and Graduation Rates

Cohort Term	Cohort Size	Cohort Size with Exclusions	Retained % 1st Spring	Retained % 2nd Fall	Retained % 3rd Fall	Retained % 4th Fall	Graduated % 4 Years	Graduated % 5 Years	Graduated % 6 Years
Fall 2005	18	18	83.3%	83.3%	66.7%	66.7%	38.9%	66.7%	66.7%
Fall 2006	26	26	80.8%	69.2%	65.4%	61.5%	38.5%	50.0%	57.7%
Fall 2007	38	36	89.5%	86.8%	76.3%	63.2%	36.1%	50.0%	55.6%
Fall 2008	41	41	90.2%	80.5%	68.3%	61.0%	36.6%	51.2%	56.1%
Fall 2009	33	32	97.0%	90.9%	72.7%	69.7%	37.5%	59.4%	62.5%
Fall 2010	64	64	92.2%	85.9%	76.6%	70.3%	46.9%	62.5%	67.2%
Fall 2011	53	48	92.5%	90.6%	88.7%	86.8%	47.9%	75.0%	83.3%
Fall 2012	69	69	95.7%	87.0%	73.9%	75.4%	59.4%	68.1%	73.9%
Fall 2013	55	53	94.5%	80.0%	74.5%	69.1%	62.3%	66.0%	66.0%
Fall 2014	53	53	94.3%	86.8%	86.8%	83.0%	64.2%	75.5%	
Fall 2015	53	52	86.8%	75.5%	71.7%	69.8%	63.5%		
Fall 2016	55	54	96.4%	89.1%	76.4%	72.7%			
Fall 2017	60	60	91.7%	83.3%	71.7%				
Fall 2018	42	42	95.2%	90.5%					
Fall 2019	53	53	88.7%						

The University of Kentucky offers the only undergraduate degree in Human Nutrition in Kentucky. Note that Berea College discontinued their dietetics program in 2019. Our programs have conferred the majority of the 100-150 BS degrees in our field in Kentucky, annually, for the past decade.

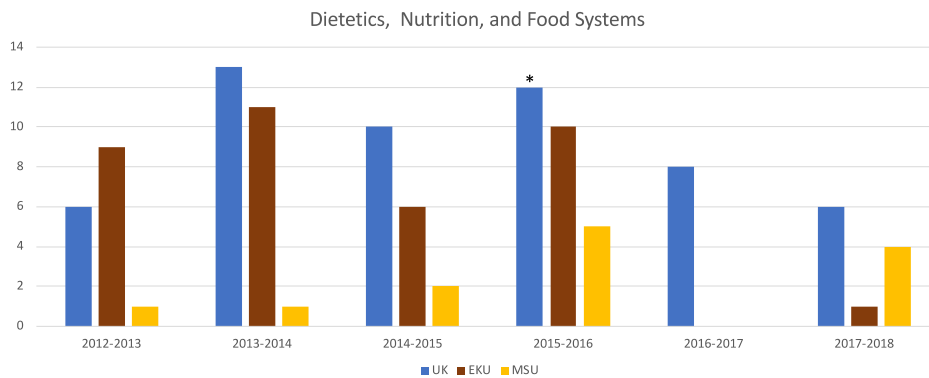
BS Degrees Conferred by Kentucky Public Universities



When the MS requirement is fully implemented in 2024, all BS students will require a graduate degree to become RDs. As shown below, Kentucky universities currently confer 25 or fewer MS degrees in dietetics, nutrition, and food systems. Thus, a demand for 75-100 additional MS degrees is projected over the next five years.

MS Degrees Conferred

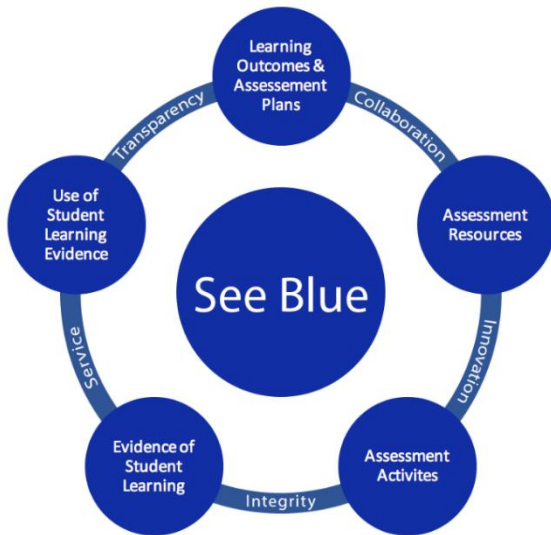
- In May 2014, DHN voted to change MS degree from Dietetics Administration to Nutrition and Food Systems.



d. Delivery of Instruction

Several pedagogical methods offered by DHN that provide hands-on learning activities are considered unique strengths of our program. Continued program evaluation and regular communication among the department’s Curriculum Committee has allowed DHN to identify areas of improvement in our curriculum. Our department does not rely on part-time instructors and only employs graduate students as teaching assistants, with no courses instructed solely by graduate students. One of our core values is student-centered, active learning. We endeavor to communicate to students that while our expectations are high, we believe in their ability to succeed and will support their learning in meaningful ways. We now offer undergraduate and graduate courses online. Our undergraduate certificate in Food Systems and Hunger Studies is fully online. We collaborated with Colleges of Medicine and Health Sciences to develop an online graduate certificate in Applied Nutrition and Culinary Medicine. We offer electives in an online MS degree through the College in Science Translation and Outreach. Our plan is to offer an online version of our MS in Nutrition and Food Systems within the next two years.





e. Learning Outcomes Assessment

A new program-level student learning outcomes (PSLO) assessment process, which represents more than a year of thoughtful planning by the University Assessment Council, will be launched in 2020. The process will involve a four-year assessment cycle for most programs (those without specialized accreditation), consisting of:

- 2 years of data collection and reporting of results
- 1 year of reflection (no data collection)
- 1 year of action (no data collection)

The goal of the new cycle is to decrease the work on program directors and chairs with respect to program assessment, while at the same time offering greater opportunity for deeper reflection and meaningful action based on the assessment results. We are currently working on a new PSLO assessment plan to be submitted during April 2020.

The department has an existing PSLO assessment plan developed in 2015 for each program. In May 2018, the most recent reports were developed. The current plan and all reports can be found in this folder:

<https://tinyurl.com/uybz42c> for each program (dietetics and human nutrition). We review PSLO trends and make curricular changes to maintain accreditation through ACEND. In addition, we employ new teaching methods as they become available. For example, we now make use of the Simulated Patient experience and offer courses and certificates online because of the information gained through this process.

f. Student Teaching and/or Research Assistantships and Fellowships

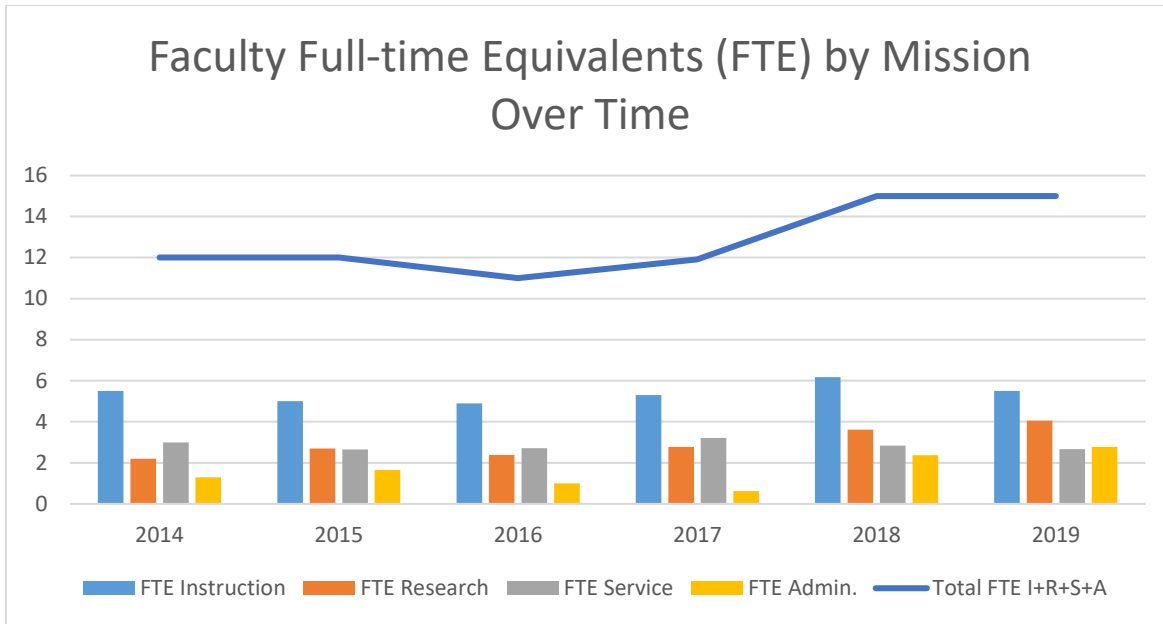
We have been in a position, thanks to support from the Graduate School and College, to offer all of our graduate students a 20-hour assistantship stipend and tuition waiver for the past several years. Thanks to support from sponsored projects garnered by faculty, we have also been able to sponsor about three 20-hour Research Assistantships each year. In the future if we are able to accept a larger number of students on campus or online we should still be able to provide assistantships to the most highly qualified graduate students.

III. FACULTY AND STAFF

a. Faculty Composition

The faculty currently includes four tenured faculty members (two Professors and two Associate Professors), six tenure track Assistant Professors, four lecturers, and one instructor. We have 15 full-time faculty members. One adjunct faculty member, Dr. Lilian Brislen (The Food Connection), teaches DHN 605 Food Systems and Society.

Faculty Rank	Number of Faculty	Proportion of Total Faculty
Professor	2	13%
Associate Professor	2	13%
Assistant Professor	7	47%
Lecturer	4	27%
TOTAL	15	100%



b. Staff Composition

The department is fortunate to have professional staff who support the work of faculty and make important contributions to our land-grant university. The staff positions with brief descriptions are:

- ***Academic Coordinator** - serves as the primary person responsible for undergraduate student recruitment, serves as the administrator for DHN’s enrollment management plan, advises pre-major students until they matriculate into upper-division, coordinates our student assessment SLO process
- ***Americorps VISTA** - serves as the primary staff person responsible for Campus Kitchen food recovery, student volunteer coordination, and meal service for food insecure students and community members
- ***Chef-in-Residence** - works with faculty to teach quantity foods course and operates The Lemon Tree restaurant; participates in research and outreach programs about local foods and neurogastronomy
- **Department Business Officer** - serves as the primary fiscal officer for the department, is responsible for payroll and HR procedures, assures that sponsored project funds are administered correctly
- ***Marketing and Communications Specialist** - serves as Webmaster for the department, creates communication pieces in collaboration with faculty and Ag Communications for news outlets and social media platforms, assists faculty with online course development, develops marketing campaigns for events, student recruitment, and academic programs.
- ***Outreach Program Coordinator** - is the primary person responsible for our hunger and food security programs, supervises staff and volunteers for Campus Kitchen, participates in events to promote DHN hunger programs and recruit students, represents DHN on internal and external committees
- ***Sponsored Project Coordinators** - three positions currently in DHN, each requires a MS degree and works to implement and manage sponsored projects, each position is approximately 75% sponsored project responsibilities and 25% DHN support for teaching, administration, or outreach efforts
- **Staff Support Associate** - is the primary person responsible for fiscal management of ordering goods and services, travel arrangements and financials, equipment and facilities, and electronic file management for sponsored projects. This position requires the ability to respond to time-sensitive requests and to execute complex procedures ensuring compliance with policies and procedures.
 - * New position added since last review.

c. Faculty and Staff Success

In 2019, Dr. Julie Plasencia, Assistant Professor started her 3-year term in an elected position on the Nominating Committee as a "National Leader in Practice 15 years or less" of the Academy of Nutrition and Dietetics. The nominating committee identifies potential candidates for national leadership positions who possess the characteristics and skillsets needed to help advance the strategic plan, including the president of the professional organization. Dr. Plasencia is the first to hold this newly created position, a national effort to increase engagement and development in leadership roles of newer and less experienced members.

Dr. Alison Gustafson, Associate Professor and Director of Graduate Studies received the 2019 George Mitchell award for outstanding career contributions to graduate training in the College of Agriculture, Food and Environment. Dr. Gustafson was also awarded a 3-year endowed professorship to advance her research program for 2019–2022.

Dr. Dawn Brewer received the 2019 Research-Extension Impact Award. She received this award with Dr. Bernhard Hennig, professor in animal and food sciences, for their Superfund Community Engagement project.

UK's Disabilities Resource Center presented Yolanda Jackson (at right) with a Breaking Barriers Award in recognition of her outstanding vision, leadership and efforts to eliminate barriers to inclusion for students with disabilities. Ms. Jackson is shown with student Lindley Barker received the Michael T. and Matthew A. Brent scholarship award. She has overcome her disability to continue furthering her education with the hopes of becoming a doctor one day.

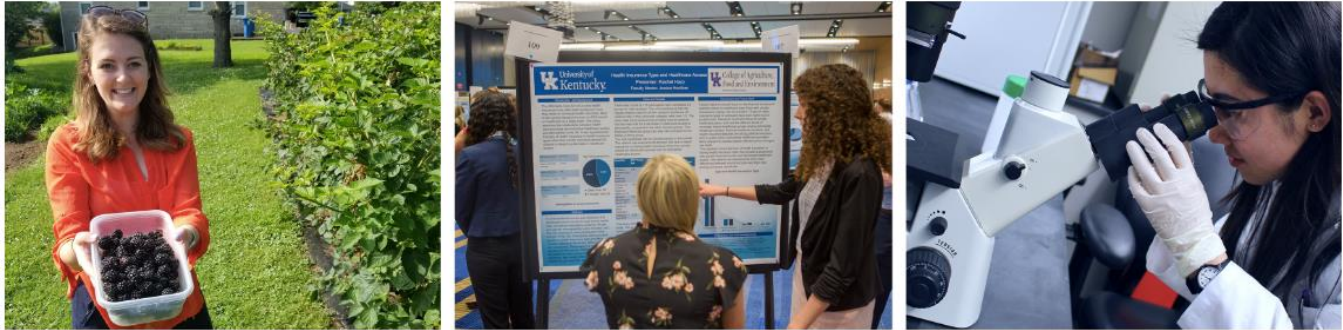


Dr. Tammy Stephenson was named an endowed professor in 2019 by the Chellgren Center and will serve through 2022. Chellgren professors must maintain an active research program in their discipline, teach courses, and lead a project designed to advance progressive reform of undergraduate education at UK. Dr.

Stephenson's project will involve undergraduate students with unique skill sets from diverse backgrounds and majors to solve issues related to food insecurity, poverty, social injustice, food waste, and sustainability. Through course work, experiential learning, research, and other high impact practices, students will address a global issue, gain transferable skills, and be involved on campus in a meaningful way.

Quality academic advising is integral to student success and highly valued by DHN. In 2017, Anissa Radford, DHN Academic Coordinator, was awarded Outstanding Professional Advisor of the year at the University of Kentucky.

The department has an excellent faculty retention, hiring, and promotion record relying primarily on full-time, tenure track faculty. Instruction remains our primary mission, with a growing research enterprise, and steady Extension effort. Our certificate, internship, and degree programs require significant administrative effort and it is anticipated this will increase as online certificate and degree programs grow.



IV. RESEARCH

Faculty in our department are dedicated to finding innovative solutions to reduce the risk of obesity and chronic disease in our state and around the world. Through their research, our faculty contribute to evidence-based practices in the profession of dietetics and human nutrition. Browse our **faculty publications**. Recently, we have received funding awards through nationally competitive processes from Robert Wood Johnson Foundation; National Institute of Environmental Health Sciences; National Institute of Food and Agriculture; United States Department of Agriculture; National Heart, Lung and Blood Institute; Cooperative State Research, Education and Extension; American Livestock Breeds Conservancy; and Centers for Disease Control and Prevention.

We have gained notoriety with programs, such as Food Security and Sustainability; Plate It Up Kentucky Proud; Home-based Microprocessing; and the Superfund Community Engagement Core. Our faculty and staff generated \$88,323 in primary awards and \$3.6 million in collaborative awards. This is an average of \$24,466 per 1.0 faculty research FTE. For the past five years, our grant expenditures have been ~\$500,000 annually.

Direct Awards Five-Year Trend

2014-2015	2015-2016	2016-2017	2017-2018	2018-2019
\$100,750	\$1,421,827	\$207,865	\$25,000	\$88,323

Grant Expenditures Five-Year Trend

2014-2015	2015-2016	2016-2017	2017-2018	2018-2019
\$590,213	\$413,309	\$789,741	\$563,540	\$406,532

2018-2019 Direct Awards/Faculty Ratio

	Total FT Faculty	FTE Research Fac.
	15	3.61
Total	\$88,323	\$88,323
Average	\$5,888.20	\$24,466.20

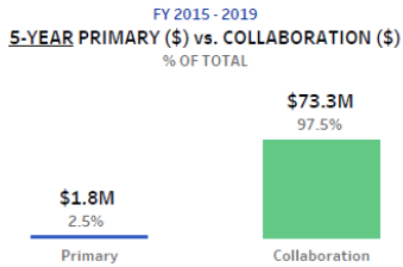
For an overview of research, other publications, and awards please see the listing starting on page 28.

2018-2019 Fiscal Year Grants

Direct Awards	\$88,323
Federal Competitive	\$0
% Federal Competitive	0%
Collaborative	\$3,631,424

FY 2015 - 2019
TOTAL AWARDS (\$), 5-YEAR TREND BY FUNDING SOURCE

	FY 2015	FY 2016	FY 2017	FY 2018	FY 2019
Federal Government	\$10,750	\$1,346,827	\$139,604		
State Government	\$50,000	\$50,000	\$43,261	\$25,000	\$60,709
Nonprofit					\$27,614
Other	\$40,000	\$25,000	\$25,000		
Total	\$100,750	\$1,421,827	\$207,865	\$25,000	\$88,323



Our relatively young faculty frequently collaborate with PIs in the College of Public Health, Nutrition Education Programs, and Family & Consumer Sciences Extension. We currently work with sponsored projects funded by CDC, NIH, Robert Wood Johnson Foundation, and USDA. Mentorship relationships for Assistant Professors have been established with more experienced faculty to allow them to develop into PIs.

Undergraduate Research

Undergraduate students have opportunities to gain research experience to prepare them for graduate and professional schools. They learn about the full process of research through a class project where they select their own research topic, develop a grant and appropriate study tools, complete the research and data analysis, and prepare a 15-page journal article and professional poster. Additionally, students have opportunities to gain research experience by working with faculty members in state-of-the-art food and nutrition assessment labs and in the community.

DHN faculty and staff regularly serve as research mentors for undergraduate research projects. Many students earn DHN 591: Special Topics in DHN credit (1-3 credit hours per semester, max. 6 credit hours total) for these experiences. We have had numerous DHN students secure funding to support their research projects through college and university-level grant opportunities. Students routinely present at UK Undergraduate Showcase of Scholars, KY Posters-at-the-Capital, and other state, regional, and national conferences. All Human Nutrition students complete a two-semester undergraduate research course sequence (DHN 474 + DHN 475) and conduct independent research under the guidance of DHN faculty mentor. All Coordinated Program and Dietetic Internship students complete a research project as part of their internship experience; develop a paper and professional poster related to that research, and present on their research project. Projects are conducted in collaboration with internship preceptors and with support of DHN faculty as part of their DHN 518 course.



V. SERVICE, EXTENSION, AND OUTREACH

Specialists in Food and Nutrition in the Department of Dietetics and Human Nutrition provide a gateway to current research-based nutrition and food safety information for consumers. Specialists provide program development, training, and evaluation to individuals, families and communities, including limited resource audiences. Faculty members also teach undergraduate and graduate courses and conduct applied research to assess program efficacy and to further program development. In addition, Specialists in Food and Nutrition provide technical expertise, grant writing support, social science research, and leadership for Kentucky Cooperative Extension Agents and their clients. Data from our Kentucky Extension Reporting System (KERS) shows our steady contribution to engagement and outreach. Kentucky is our classroom and County Extension Agents for Family and Consumer Sciences are our representatives in all 120 Kentucky counties.

KERS Faculty Contacts Five-Year Trend

	2014-2015	2015-2016	2016-2017	2017-2018	2018-2019
African Am.	1,312	4,375	483	601	1,243
Asian Am.	113	290	70	21	30
Hispanic	505	1,401	23	367	799
Native Am.	5	5	0	0	0
Other	0	1	0	0	0
Total Contacts	10,691	18,949	6,797	5,348	10,462

KERS Number of Faculty Success Stories Five-Year Trend

	2014-2015	2015-2016	2016-2017	2017-2018	2018-2019
Number	4	10	4	4	2

2018-2019 Numbered Fact Sheets/Faculty Ratio

	Total FT Faculty	FTE Ext. Faculty
	15	2.84
Total Fact Sheets	36	36
Average	2.40	12.68

Food and nutrition Extension programs are an integral part of UK Cooperative Extension Service. Family and Consumer Sciences Extension improves the quality of individual and family life through education, research, and outreach. This multidisciplinary field focuses on building assets of individuals and families to address the perennial problems faced across the lifespan. Family and Consumer Sciences Extension operates within an ecological framework with the basic needs of food, clothing, and shelter at its core. The next level emphasizes well-being with a focus on human development, parenting, resource management, nutrition, health, and aesthetics. At the community level, FCS Extension prepares individuals for community and economic development and activity. These programs enable individuals and families to develop capacity for strengthening families and building community for an ever-changing society.

DIVERSITY, INCLUSIVITY, AND CIVILITY

a. Diversity and Inclusivity

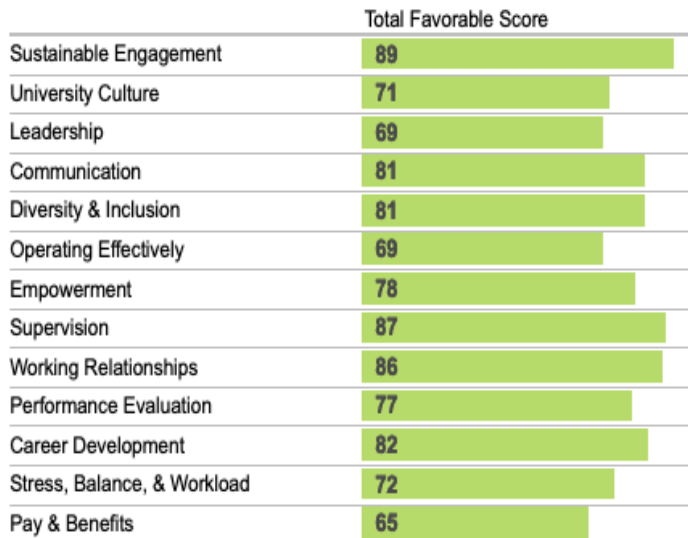
Full-Time Faculty by Race		
Race	Faculty	Percent
African American	1	7%
Asian	1	7%
Hispanic	1	7%
White	12	80%

Full-Time Faculty by Gender		
Gender	Faculty	Percent
Female	12	80%
Male	3	20%

Diversity and inclusivity are woven into the fabric of our work. We intentionally recruit students, faculty, and staff who bring broad representation to our department. We work closely with the UK VP for Institutional Diversity and our College Office of Diversity. Helping all people have access to nutritious, culturally appropriate foods is an integral part of dietetics and human nutrition.



b. Civility





The University of Kentucky conducts a work life survey every two years through a third-party vendor. In 2019, there were 13 respondents (out of approximately 25 faculty and staff) who provided feedback on key features of the work environment in Dietetics and Human Nutrition. We are encouraged by Favorable category scores of 60% or higher. On two specific items related to civility (“My colleagues usually get along well together.” and “People in my department treat each other with respect.”) we scored 100% favorable. We achieved a 27-point gain since 2017 with a score of 77 for “Faculty/staff are treated with respect here regardless of their position.”

The following are areas of strength and opportunity identified by the 2019 work life survey. We will work with resources available to us to specifically address accountability, collaboration, and transparency in order to improve in those areas. We will also clearly demonstrate the survey results are being used to create a better work life environment, in hope that future response rates will be higher.

Strengths and Opportunities

Dietetics and Human Nutrition (13)

		% Favorable	Dietetics and Human Nutrition 2017 (12)	Universities Norm (36,848)	US Norm (148,326)	University of Kentucky Overall 2019 (5,770)
Strengths						
 <p>We should continue to build on these.</p>	32	92	26	43*	34*	37*
	54	100	0	23*	23*	17
	40	100	8	32*	28*	25*
Opportunities						
 <p>These are our priority areas to focus on.</p>	9	54	-4	n/a	-26*	-15
	44	69	-31*	n/a	-6	-3
	12	69	-31*	n/a	-3	-5

These questions were chosen through an advanced algorithm that incorporates trends over time, difference from internal and external benchmarks, and predictive modeling of engagement and performance metrics, where available.



Willis Towers Watson Employee Engagement Software

We have significant opportunity to strengthen our programs through cultural changes that build collaborations within the department, College, and University. Our recent collaborations with Colleges of Dentistry, Medicine, and Public Health are examples of new relationships established since 2014. We will continue to build an environment where collaboration is encouraged and rewarded. We will address the need to hold our colleagues accountable to follow through on what they have promised to do, without sacrificing civility.





c. Stakeholder Engagement

The department regularly engages with professional organizations and alumni to help guide our program. We work with 65 community preceptors for dietetic interns and place a high value on their feedback regarding program strengths and opportunities for improvement. These preceptors may be alumni of our programs, and/or future employers of our graduates. Our preceptors are front-of-the-line educators that freely volunteer their time to serve our students, training them to become Registered Dietitians. We value our preceptors and recognize their significance of furthering our profession.

We host an annual gathering of alumni for a reception and UK men's basketball game each fall. This annual event started in 2016 and regularly attracts about 100 alumni. We have worked to improve our alumni database and used social media to maintain contact with our graduates. Alumni provide valuable input for our programs and are ambassadors to help us recruit highly qualified students.



VI. ADMINISTRATION AND GOVERNANCE

a. Administrative Structure and Effectiveness

The department follows all university Administrative and Governing Regulations, is led by a Chair, and has the following standing committees:

- Undergraduate Curriculum: Tammy Stephenson, Dawn Brewer, Liz Combs, Aaron Schwartz
- Accelerated Coordinated Program in Dietetics: Liz Combs, Tammy Stephenson, Dawn Brewer, Aaron Schwartz, Julie Plasencia, Makenzie Barr
- Undergraduate Student Recruitment: Anissa Radford, Renee Fox, Tammy Stephenson
- Graduate Admissions and Recruitment: Alison Gustafson, Robin Shoemaker, Kyle Flack, Makenzie Barr
- Chairs Advisory: Tammy Stephenson, Alison Gustafson, Heather Norman-Burgdolf
- Alumni Event Committee: Aaron Schwartz, Yolanda Jackson, Anissa Radford, Renee Fox

b. Governance-related Policies and Procedures

The department has established departmental rules of procedure. These rules are created and approved by the faculty of the Department of Dietetics and Human Nutrition of the College of Agriculture, Food and Environment pursuant to the authority granted by the Administrative and Governing Regulations of the University of Kentucky. These rules do not become effective until and unless approved by the Dean and posted on the University Senate website <https://tinyurl.com/wsusuec>. A modification to these rules must also be approved by the Dean before the modifications take effect. A current copy of the approved rules for the Department of Dietetics and Human Nutrition is available in the office of the chair, the Office of the Dean of the College of Agriculture, Food and Environment, and is posted on the University Senate website.

VII. BUDGET AND FACILITIES

a. Facilities

The department is housed in two older buildings on central campus. We have kitchens and laboratory space in both buildings that frequently test the limits of the building plumbing, ventilation, and electrical systems. Inadequate facilities are a source of stress for employees, which impacts their work performance. Data from the 2019 work life survey related to facilities is shown below. The DHN scores for physical working conditions (69% favorable) and stress level (54% favorable) are among the lowest scores we received on this survey where below 60% favorable is considered concerning.

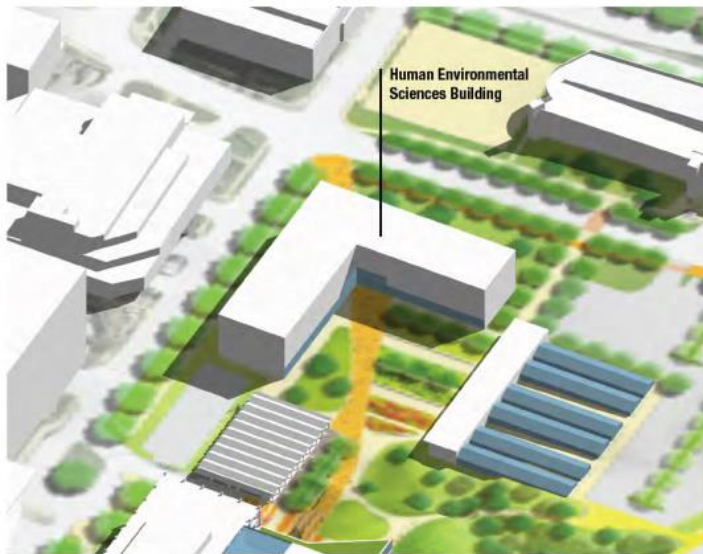
	Total Favorable	Dietetics and Human Nutrition 2017 (12)	Universities Norm (36,848)	University of Kentucky Overall 2019 (5,770)	College of Ag, Food and Environment Overall 2019 (878)
Stress, Balance, & Workload	72	-1	10	8	3
3 Work is usually appropriately distributed among faculty/staff in my department. *	62	3	0	-5	-6
20 My work schedule allows sufficient flexibility to meet my personal/family needs.	85	1	4	2	-2
28 Overall, the physical working conditions at my location are satisfactory (e.g., ventilation, temperature, space to work).	69	-14	-5	0	-4
32 There is usually sufficient staffing in my department to handle the workload. *	92	26	43*	37*	22
41 The amount of stress I experience at work significantly reduces my effectiveness. (N)	54	-21	n/a	6	5

The CAFE Master Plan includes a new Human Environmental Sciences (HES) building as part of Phase IV. Highlights of the plan are included below. We are encouraged by these development plans as the challenge of inadequate facilities has been a top priority identified in the 2014 self-study, and facilities continue to be our biggest challenge in 2020.



This overview of the Master Plan shows the location for a new HES building (upper left). In addition to the proximity to College colleagues, this new location will provide easy access to the planned Teaching Pavilion with state-of-the-art classroom facilities.

HUMAN ENVIRONMENTAL SCIENCES BUILDING



The proposed Human Environmental Sciences (HES) building creates a welcoming pedestrian gateway to the CAFE Precinct with active first floor facades and a first floor atrium that connects the pedestrian pathway to the campus core with the HES quadrangle.

The new building is sited on the northeast corner of the CAFE Precinct, co-locating HES with other programs and departments in CAFE while keeping HES proximate to the campus core. This facilitates cross-disciplinary study, which is further supported by the shared seating areas in the adjacent quad.

	EXISTING	ADDITION	OCCUPANTS	COST
GSF	n/a	115,000	Dietics & Human Nutrition	
ASF	n/a	69,000	Family Sciences	
			Retailing & Tourism Mgmt	
			4H (non-HES)	
			Ag Communication (non-HES)	

PHASE IV: HES CONSOLIDATION IN THE CAFE PRECINCT



The entire plan can be accessed here: http://acsg.uky.edu/AgWeb2/20160919_UK_CAFE_Report.pdf. We look forward to fully supporting the implementation of these plans.

b. Equipment

We have equipment in a nutrition assessment laboratory, two kitchens, and offices. We are able to update and maintain the equipment in a timely fashion with sufficient resources from salary savings and tuition revenue. However, the facilities where we work in two commercial kitchens and our office spaces are in poor repair with frequently uncomfortable ventilation and temperature control, plumbing and electrical shortcomings, and exterior construction projects for nearby buildings. Our food laboratory and kitchen spaces add significant value to experiential student learning opportunities, outreach programs, and research endeavors. The furniture in our classrooms is outdated and in poor repair. New facilities, equipment, and furniture would enhance our ability to make more impactful contributions.

c. Budget

Our budget and staffing resources are sufficient to allow us to operate efficiently and to provide opportunities for professional development. We are able to support education abroad programs, alumni events, and other activities important to our mission. The total annual 2019 FY budget of nearly \$3 million includes approximately 10% from grant and contract support and \$2.3 million in recurring funds supporting salary and benefits.

Budget Category	2019 Recurring Budget	2019 Non-Recurring Budget	2019 Annual Budget
ENDOWMENT SUPPORTED	\$ 11,300.00		\$ 11,300.00
FEDERAL RESTRICTED		\$ 26,360.85	\$ 26,360.85
GRANT & CONTRACT SUP	\$ 297,317.52		\$ 297,317.52
GIFTS	\$ 13,900.00		\$ 13,900.00
AFFILIATED CORPORATI	\$ 26,177.00	\$ 102,102.00	\$ 128,279.00
INCOME SUPPORTED ACC	\$ 54,600.00	\$ 127,810.05	\$ 182,410.05
GENERAL FUND-STATE A	\$ 878,825.83	\$ 51,357.70	\$ 930,183.53
GENERAL FUND-STATE A	\$ 1,105,895.65	\$ 250,143.91	\$ 1,356,039.56
Result	\$ 2,388,016.00	\$ 557,774.51	\$ 2,945,790.51

Our greatest financial need is related to facilities. We have people and programs in place working to provide excellent educational opportunities, outreach programs with high public value, and research contributions to benefit Kentucky, the nation, and the world while our facilities hold us back from being able to do more and at a higher quality.



Selected Faculty Publications, Awards, and Activities

Makenzie Barr, PhD, RDN



Dr. Barr arrived on campus in the summer of 2019. She is building relationships and capacity for her primary research effort with Center for Clinical and Translational Sciences and Markey Cancer Center, as well as Kentucky hospitals with bariatric surgery patients. She is a popular teacher who energizes our undergraduates.

In 2020, she presented a continuing education program to the Bluegrass Academy of Nutrition and Dietetics, *Lifestyle Interventions following Bariatric Surgery*. She is passionate about helping patients succeed after surgery.

Santella, M., Hagedorn, R. L., Wattick, R. A., **Barr, M. L.**, Horacek, T., * Olfert, M. D. Learn first, practice second approach to increase health professionals nutrition-related knowledge, attitudes and self-efficacy, *International Journal of Food Sciences and Nutrition*, accepted for publication August 2019.

Sandra Bastin, PhD, RDN, LD

- 2018 Outstanding Project Award in recognition of excellence in Extension programming for the Ask the Experts Facebook Live, coordinated by Mindy McCulley, Kentucky Association of State Extension Professionals
- 2020 – 2023 Accreditation Council for Education in Nutrition and Dietetics (ACEND®) board Program Reviewer. ACEND Program Reviewer
- 2010 – 2019 Kentucky Board of Licensure for Registered Dietitians and Certified Nutritionists, State of Kentucky (Appointed by governor for two terms)
- 2015 Leadership Lexington Program, Commerce Lexington, selected for this educational opportunity that broadens perspectives and allows participants to gain increased understanding of community dynamics and public issues



Camenisch, A, Bastin, S. (2015) "Entrepreneurship on the Farm: Kentucky Grower Perceptions of Benefits and Barriers." *Sustainable Agriculture Research Journal*.

Dawn Brewer, PhD, RDN, LD



Dr. Brewer serves as administrator of the Didactic Program in Dietetics, leads community-based research, and teaches advanced nutrition biochemistry.

Brewer, D. P., Travis, E., Pennell, K. G., Hoover, A. G., Ormsbee, L. E. (2019). Community Forum Identifies Opportunities to Engage with Community Leaders about Chronic Disease and Environmental Pollution in Eastern Kentucky, *Applied Environmental Education & Communication*

Brewer, D. P., Bellamy, H., Koempel, A., Hoover, A. G. (2019). Nutrition and Environmental Pollution Extension Curriculum Improved Behaviors and Environmental Health Literacy, *Environmental Health Insights*

Liz Combs, EdD, RDN, LD

Awards & Recognitions

- Patricia Todd Human Environmental Sciences Excellence Award in Teaching, 2017
- University of Kentucky Provost's Outstanding Teaching Award 2016
- Teacher Who Made a Difference Award 2014, 2017, 2018
- Kentucky Academy of Nutrition and Dietetics Emerging Dietetic Leader Award 2015
- Bluegrass Academy of Nutrition and Dietetics Emerging Dietetic Leader Award 2015
- Bluegrass Academy of Nutrition and Dietetics Outstanding Educator of the Year Award 2014

DHN Committee Chair

- Accelerated Coordinated Program, January 2017 – Present
- Coordinated Program Selection Committee, January 2012 – Present

Professional Service

- Kentucky Academy of Nutrition and Dietetics, Newsletter Chair, July 2019 – Present
- Kentucky Academy of Nutrition and Dietetics, Tellers Committee Member, July 2016 – July 2017
- Bluegrass Academy of Nutrition and Dietetics, President-Elect, July 2019 – Present



Kyle D. Flack, PhD, RDN, LD



Dr. Flack's research explores the relationship of physical activity, diet, and health. In the DHN Nutrition Assessment Laboratory he uses the BodPod and resting metabolic rate equipment to provide valuable data that informs the evidence base and helps clients.

Flack, K.D., Hays, H.M., Moreland, J., and Long, D.E. Exercise for Weight Loss: Further Evaluating Energy Compensation with Exercise. *Medicine and Science in Sport and Exercise*, In Press. 2020

Flack KD, Pankey Cl., Ufholz KE., Johnson L, & Roemmich JN. Genetic Variations in the Dopamine Reward System Influence Exercise Reinforcement and Tolerance for Exercise Intensity. *Behavioural Brain Research*, 375:112148, 2019.

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Alison Gustafson, PhD, MPH, RDN

Dr. Gustafson has worked extensively with Cooperative Extension and local health departments through CDC and USDA grants. Her research focuses on the food environment as a distal determinant in obesity among rural populations.

Gustafson A, Jilcott Pitts S, McQuerry K, Toyin, Mullins J. A mentor-led text-message intervention increases fruits and vegetables and goal setting for healthier dietary consumption among rural adolescents in Kentucky and North Carolina, 2017. *Nutrients* 2019 11(3), 593

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Gustafson A, Kurzeynke J, J Mullins, Cardarelli K, McGladrey M, Stephenson T, Vail A. Community-wide efforts to improve the consumer food environment and physical activity resources as a way to improve dietary intake and physical activity in rural obese counties, Kentucky 2015-2017. *Preventing Chronic Disease* 2019; Jan 17; 16:E07

Jessica Houlihan, PA

Ms. Houlihan maintains a collaborative clinical relationship with the UK Pediatric High BMI Clinic, has developed an online course in culinary medicine, and completed continuing medical education to become a Certified Culinary Medicine Specialist. The online course introduces students to the field of culinary medicine, using both evidence-based nutrition and medicine knowledge and culinary skills to assist healthcare providers and nutrition professionals in supporting patients and their families in achieving and maintaining optimal health and wellness through diet. Students learn key food preparation and food science principles and how those can be translated to modifying recipes for use in patient care. Students apply this knowledge to prepare healthy, delicious snacks and meals appropriate for individuals with health conditions such as food allergies, heart disease, diabetes, hypertension, cancer, and obesity.

**Yolanda Jackson, MS, RDN, LD**

Jackson, Y. Tucker, R., Plasencia, J., Food and Nutrition Conference and Expo, "Increased Curricular Exposure to Culture-based Food Practices Increases Dietetic Interns' Likelihood in Working with Diverse Patient Groups," Academy of Nutrition and Dietetics, Accepted, National, Philadelphia, PA, United States. (October 28, 2019).

Plasencia, J. **Jackson, Y.** Tucker, R. (Presenter Only), The 2019 6th National CIRTL Forum, "Curricular Exposure to Culture-based Food Practices Increases Dietetic Interns' Self-Reported Confidence in Working with Diverse Patient Groups," Center for the Integration of Research Teaching and Learning, Accepted, National, Philadelphia, PA. (October 13, 2019).

Courtney T. Luecking, PhD, MPH, RDN



Dr. Luecking arrived on campus in fall 2019 and is assuming responsibility as site-PI for an NIH project working with Early Childhood Education Centers (ECE) to implement an enhanced GONAPSACC in collaboration with University of North Carolina, Chapel Hill. She is also providing ECE expertise to the Kentucky Department for Public Health for their CDC obesity prevention project.

- Luecking CT, Mazzucca S, Vaughn AE, Ward DS. Contributions of Early Care and Education Programs to Diet Quality in Children Aged 3 to 4 Years in Central North Carolina. *Journal of the Academy of Nutrition and Dietetics*. 2020; 120(3): 386-394.

Janet Tietzen Mullins, PhD, RDN, LD

Dr. Mullins is an Extension Professor currently serving as Interim Department Chair (2018-2021).

- Mullins J, Norman-Burgdolf H, Brewer D, Carman A, Cardarelli K. Formative Evaluation of Extension Capacity to Implement Rural, Multi-Level Obesity Prevention Programs, *Journal of Extension*, under review Jan 2020.
- Mullins J, Walters J, Najor J, Mikuksa J, Courtney A, Norman-Burgdolf H. Evaluation of a social marketing approach to healthy, home-cooked family meals for low-income mothers of young children, *Translational Behavioral Medicine*, revised and resubmitted Dec 2019.
- Durr, A.C., Norman-Burgdolf, H., Mullins, J.T., Plasencia, J. P197 Cultural Sensitivity in Cooperative Extension Nutrition Education Programming in Kentucky, *Journal of Nutrition Education and Behavior* 51(7): S121, 2019.



Heather Norman-Burgdolf, PhD



Dr. Norman-Burgdolf recently immersed herself in learning to teach undergraduate nutritional biochemistry (DHN 311) and has created an engaging environment where students learn well. Her primary appointment is in Extension where she leads the *Faithful Families* intervention in a CDC sponsored project and the *Plate It Up Kentucky Proud* project sponsored by Kentucky Department of Agriculture.

Outstanding Project Award, Kentucky Association of State Extension Professionals. Scholarship/Research/Creative. (2019).

Outstanding New Extension Faculty, Kentucky Association of State Extension Professionals. Scholarship/Research/Creative. (2018).

Outstanding Project Award, Kentucky Association of State Extension Professionals. Scholarship/Research/Creative. (2018).

Julie Plasencia, PhD, RDN, LD

Dr. Plasencia is part of a team from the University of Kentucky selected in October 2019 to participate in the Robert Wood Johnson Foundation's Clinical Scholars leadership program to address children's health and education in Appalachia. The UK team of five, which includes a dentist, dietitian, two nurse practitioners and a clinical psychologist, will receive \$525,000 for their project "Coordinating Activities to Support Empowerment of Youth (CASEY) Health." The group is focusing on addressing a "wicked problem" in Appalachia by designing and evaluating a health education curriculum for elementary school children in Casey County, Kentucky.



Dorrance Hall, E, Ma, M, Azimova, D, Campbell, NL, Ellithorpe, M, **Plasencia, J**, Chavez, M, Zeldes, G, Takahashi, B, Bleakley, A, Hennessy, M. The mediating role of family and cultural food beliefs on the relationship between family communication patterns and diet and health issues across racial/ethnic groups. *Health Communication*. (In press) 2020.

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Plasencia, J, Hoerr, S, Carolan, M, Weatherspoon, LJ. Acculturation and Self-Management Perceptions Among Mexican American Adults with Type 2 Diabetes *Family & Community Health* 40(2) 2017.

Aaron Schwartz, MS, MBA, RDN, LD



Mr. Schwartz recently completed his MBA and is Director of the Dietetic Internship program. His led an effort resulting in 2019 recognition of DHN as a national leader in education on sustainable food systems by the Academy of Nutrition and Dietetics Foundation. The foundation named the department as one of four champion sites across the country for its ability to implement its new Sustainable, Resilient, and Healthy Food and Water Systems Curriculum for dietetic interns.

Schwartz, A. K. Nutrition and Dietetic Educators and Preceptors Central Region Area Meeting, "Negotiating the Importance of Negotiation within the Dietetics Profession," Nutrition and Dietetic Educators and Preceptors (NDEP) Dietetics Practice Group (DPG), Regional, Cleveland, OH, United States. (March 14, 2019).

Robin Shoemaker, PhD

Dr. Shoemaker is currently serving as acting Director of Graduate Studies. She has created a Canvas shell for graduate students and is working to establish a marketing and recruitment plan.

Shoemaker, R., Tannock, L. R., Su, W., Gong, M. C., Gurley, S. B., Thatcher, S. E., Yiannikouris, F. B., Ensor, C. M., Cassis, L. A. (2019). Adipocyte deficiency of ACE2 increases systolic blood pressures of obese female C57BL/6 mice., (1 ed., vol. 10, pp. 45) *Biology of sex differences Impact*

Shoemaker, R., AlSiraj, Y., Chen, J., Cassis, L. A. (2019). Pancreatic AT1aR Deficiency Decreases Insulin Secretion in Obese C57BL/6 Mice., (6 ed., vol. 32, pp. 597-604) *American Journal of Hypertension*

**Tammy Stephenson, PhD, FAND**Recent Awards:

Kentucky Academy of Nutrition & Dietetics Outstanding Educator Award, April 2019
 Bluegrass Academy of Nutrition & Dietetics Outstanding Educator Award, March 2019
 Excellence in Nutrition Education of Health Professionals, Nutrition Educators of Health Professionals: Academy of Nutrition & Dietetics, October 2018
 Great Teacher Award, University of Kentucky Alumni Association, February 2016
 North American Association of Colleges & Teachers in Agriculture Teaching Award of Merit, April 2015
 Provost Outstanding Teaching Award, University of Kentucky, April 2014

Recent Honors:

University of Kentucky Chellgren Endowed Professor, 2019–2022
 Human Environmental Sciences Alumni Association Endowed Professor, 2019–2022
 Fellow of the Academy of Nutrition and Dietetics, 2018
 University of Kentucky Ken Freedman Outstanding Faculty Advisor nominee, 2014, 2015, 2016, 2017, 2018
 UK College of Education Teacher Who Made a Difference, 2009, 2012, 2016, 2017, 2018, 2019
 Bluegrass Higher Education Consortium Academic Leadership Academy, 2015

- Stephenson TJ and Schiff WJ. *Human Nutrition: Science for Healthy Living, 1st and 2nd editions*. McGraw-Hill Publishing. 2016 and 2019. Print author and digital author for the second edition of this majors-level introductory nutrition textbook.
- Rawson ES, Branch JD, and Stephenson TJ. *William's Nutrition for Health, Fitness, and Sport, 12th edition*. McGraw-Hill Publishing. 2020. Print author for four chapters and digital author for all chapters of this sports nutrition and wellness textbook.
- Oo K, Stephenson TJ, Hege A, Brewer D, Gamboa L, Hildesheim L, Serra L, Houlihan J, and Koempel A. Gleaning from Campus Farms: Sustainable Approach to Reducing Waste and Addressing Food Insecurity. *Journal of the North American Association of Colleges and Teachers of Agriculture*, 63(2):354-359. 2019.

Academic Coordinator
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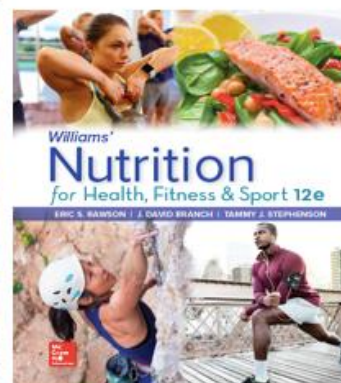
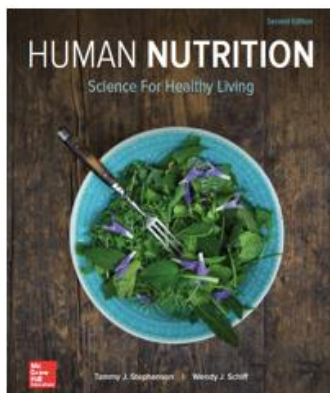


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Lindsey Haynes-Maslow lhmaslow@ncsu.edu	Extension Specialist, North Carolina State University
Yolanda Jackson yolanda.jackson@uky.edu	Lecturer DHN
Renee Fox angela.fox@uky.edu	Communication and Marketing Specialist
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Department of Dietetics and Human Nutrition
 College of Agriculture, Food and Environment
 University of Kentucky

2020 Periodic Program Review
 Review Committee site visit April 12 – 15, 2020
 Conducted via Video Zoom Meetings

Review Report Submitted on April 29, 2020 by:

Dr. John Obrycki, Chair	Professor, UK Entomology
Dr. Tammy Stephenson	Associate Professor, UK DHN Director of Undergraduate Studies
Austyn Erickson	MS Student, Nutrition & Food Systems
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Yolanda Jackson	Lecturer, UK DHN
Renee Fox	Communication and Marketing Specialist, UK DHN
Dr. Kimberly Tumlin	Assistant Professor, UK College of Public Health, Epidemiology

Executive Summary	3
I. Instruction (Undergraduate and Graduate Education)	4
II. Research	6
III. Extension	7
IV. Facilities	8
V. Administration	9
VI. Recommendations	10
Appendix	11

Appendix

Table 1. Comparison of average TCE (Teacher / Course Evaluations) scores for DHN and CAFE instructors; 2016-2019.	11
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Executive Summary

The Department of Dietetics and Human Nutrition (DHN) has an outstanding teaching, advising, and mentoring program; the department is truly a student-centered unit. The extension faculty have developed excellent, well-recognized and valued programs utilizing social media to address the current needs of the Commonwealth. Research faculty are engaged in multi-disciplinary projects, which are highly appropriate for their research programs. The department is comprised of highly dedicated faculty and staff who really care about the success of DNH. The review team noted a high level of collegiality. The Department is preparing for a major change in the degree requirements for Registered Dietitian Nutritionists (RDN) that requires the creation of an accelerated 3+2 program (MS - RD). Based on discussions with members of DHN, the review team felt that the environment in the department was generally very positive. Overall the review team concluded that the quality of the collegial environment in the Department of DHN is excellent. External collaborators, alumni, and county extension agents also provided multiple positive viewpoints about the quality and atmosphere of the department. Collectively, they support the review team's conclusions that the Department of DHN is an outstanding department within CAFE. The department's mission is supported by groups of dedicated staff, students, and faculty. **The facilities for DHN are outdated and sub-standard, limiting the growth of their programs and, in the opinion of the review team, are likely creating safety issues for students and staff.**

Brief description of external review committee process

- Prior to the review, all committee members received and studied the DHN Self-study Report submitted by Dr. Janet Mullins (DHN Department Chair).
- The committee members met by video conference Sunday, April 12 for orientation and introductions. Dr. Mullins presented an overview of the department and answered committee questions.
- On Monday and Tuesday, April 13 and 14, the committee engaged in a virtual tour of facilities and conducted listening sessions via Zoom video conference with departmental faculty, staff, students, interns, preceptors, alumni, and collaborators, as well as college administration.
- On Wednesday, April 15, the committee held virtual working sessions and drafted language about the program's strengths and challenges, and developed preliminary recommendations.
- Immediately following the working sessions, the committee presented draft recommendations to Dean Nancy Cox and the CAFE Executive and Operations Council.
- The Committee Chair worked with the committee to prepare this report, which all members of the committee have approved.

Please note: the review committee has indicated (e.g., Goal #) where the Department of DHN and the committee recommendations address goals of the College Agriculture, Food & Environment Strategic Plan 2015 – 2020.

- Goal 1: Prepare highly motivated and culturally adaptive graduates who are competitive in a global economy and support societal values.
- Goal 2: Build and nurture relationships with the people of the Commonwealth and across the world.
- Goal 3: Recruit, develop, and retain exceptional faculty and staff who are leaders in expanding knowledge to improve the quality of life and sustainability of the human and physical environment.
- Goal 4: Show CAFE commitment to diversity and inclusion to attract and retain students, staff, and faculty, and provide a culturally aware environment for successful engagement in a global society.
- Goal 5: Produce innovative solutions through multidisciplinary collaborations.
- Goal 6: Build state-of-the-art facilities equipped with cutting-edge technology.
-

We have organized the following report into five main sections (instruction, research, extension, facilities, and administration). Within each of these sections, a brief summary of strengths, challenges, and opportunities is presented. We conclude our report with recommendations for the Department of Dietetics and Human Nutrition (DHN).

I. Instruction (Undergraduate and Graduate Education)

The department is very student-centered and includes a diverse group of students, staff, and faculty (Goal 4). Faculty and academic advisors are recognized for their outstanding teaching, advising, and mentoring (Goal 1). Quantitative measures to support our assessment of the excellent instruction within the Department of DHN include the highest number of student contact hours (SCH) per FTE teaching in CAFE (<http://administration.ca.uky.edu/ofrpa>), TCE Teaching and Course Student Evaluations (TCE) are consistently above the average for CAFE teaching faculty (Appendix Table1).

A. Undergraduate Education

Strengths

The shift to the Accelerated Coordinated Program (ACP) is a very attractive option for students who plan to be a Registered Dietitian (RD). This is a required change within the profession to meet new accreditation requirements by the Accreditation Council for Education in Nutrition and Dietetics (ACEND) of the Academy of Nutrition and Dietetics.

Challenges

Inadequate faculty and staff support for the new Accelerated Coordinated Program (ACP)

- Given the diverse range of course offerings, there will be several new course preparations for instructors.
- The percentage effort devoted to teaching and advising for faculty requires evaluation by the department chair and the chair's Advisory Committee for consistency and support of faculty success.

- The quality of the teaching space/classroom facilities is not acceptable. These facilities are limiting the growth of the DHN teaching programs and related high-impact practices (required by college).

Opportunities

- Promote student-department-community interactions by ensuring a student engagement space is established.

B. Recruitment/Retention:

Strengths

- Departmental collaboration with CAFE Center for Student Success results in recruitment and representation at high school events and career fairs.
- Multiple approaches to student recruitment are in place.
- Newly implemented tours for prospective students to meet with specific faculty related to their areas of interest, which include lunch with a current student.
- Updated DHN website with focus on prospective students, and active presence of DHN on social media platforms.
- Alumni are engaged as guest lecturers, speakers, and dietetic internship preceptors.
- Preceptors indicate very positive experiences with UK students, who were well prepared and professional. There is excellent coordination and communication with DHN staff and faculty.

Opportunities

- More formalized professional development for students. Examples include mock interviews, resume development, writing cover letters, and enhanced work environment training (i.e., professional dress expectations, technology use etiquette, and overview of possible mental health issues of patients).
- Tracking students after graduation to assess career opportunities and promote alumni engagement is encouraged by external stakeholders.
- Leverage several DHN classes (DHN 101, DHN 212) to provide opportunities for recruitment/enrollment of additional students into Dietetics and Human Nutrition programs.
- Explore collaboration with other regional universities with similar dietetics programs to increase enrollment in the new Accelerated Coordinated Program (ACP).
- Conduct exit surveys to examine satisfaction, identify areas for improvement, and track graduating students.

C. Graduate Education

Strengths

- A wide range of faculty research interests exists for MS thesis projects.
- Funding available for graduate students through TA and RA positions should attract outstanding students to the DHN graduate program.
- A proposed online graduate program to allow individuals who are currently employed as a RDN, or in other professional positions, to complete an online MS degree.

Challenges

- No cohesive plan for the expanded DHN graduate program that includes program goals.
- This plan should address graduate student recruitment, gaps in the graduate curriculum, and timing of when graduate courses are offered for the new ACP and graduate degree programs.
- Discussion of a PhD program will require additional research faculty, administrative staff, and funding opportunities for PhD students.

Opportunities

- The ACP can be a focus for the graduate program in DHN, but there is a need for administrative and faculty support for this program (e.g., to address new coursework and an increased number of special projects).
- The online MS program can be a unique graduate program at UK and within Kentucky that meets the needs of RDNs and other health professionals. Several courses have already been approved for distance learning instruction, which will streamline the program approval process.

II. Research

The department has a mix of faculty title series including lecturers, extension, and regular title. These roles vary in expectation relative to research DOE. Research is collaborative, multidisciplinary and faculty who have research expectations are passionate. There are few senior-level researchers currently in the department, which limits progress of early-career faculty.

Strengths

- Eager junior faculty that are vested in getting research proposals funded. (Goals 3,4)
- Faculty have a strong track record securing USDA and CDC funding.
- Multiple graduate research assistant (RA) positions are fully funded.

Challenges

- Without sufficient senior level faculty, early-career research-based faculty lack adequate internal support to be successful—which appears to be a need for enhanced formal and informal mentoring.
- Some of this mentoring needs to focus on building relationships (networks) with researchers outside of the Department of DHN.
- The fluid nature of DOE assignments (e.g., teaching and administrative loads) affects ability of faculty to conduct research.
- Faculty require assistance with grant development, budgeting, post-award management, and consistent statistical analysis support.
- Early career faculty may have administrative appointments (e.g., program directors) that create time conflicts for research programs.

Opportunities

- There are opportunities for more undergraduate students to be involved in research projects, and to secure funding to support those projects (e.g., UK Undergraduate Research Summer Fellowships).
- The doctoral program could advance faculty ability to conduct impactful research and become THE PhD program within Kentucky.
- There is opportunity for increased focus on recruitment of graduate research assistants.

III. Extension

The extension faculty within DHN are innovative, nimble, and very skilled at using social media to address the needs of the citizens of Kentucky (Goal 2). In 2018-19, DHN was the most productive group of extension specialists in CAFE, as measured by numbered extension publications per extension FTE (12.7). Extension programming occurs throughout the department of DHN, not just with faculty extension specialists. Faculty reflect the importance of extension in the community and because of the department's relationship with FCS extension, students learn about extension career opportunities.

Strengths

- Extension specialists in DHN are very responsive and easy to work with.
- Specialists are a very good source to address nutrition-specific questions.
- The past 3-5 years have been a good time for agents to work with DHN extension specialists, demonstrating an investment of the department in these relationships.
- Agents collaborate with faculty and students on research studies.
- Nationally recognized programming that supports the land-grant mission - teaching, research, and outreach (e.g., Plate It Up! Kentucky Proud).

The DNH department has been highly responsive to the COVID19 challenge:

- Recent move to new interactive formats has been very effective to meet audience needs (e.g., Zoom and Facebook Live).
- Specialists quickly found ways to produce relevant content.
- New Extension specialists are very capable of applying their knowledge in ways that can be disseminated to the citizens of Kentucky.

Challenges

- Lack of understanding of county level function or populations by some specialists, which may be addressed if specialists were more familiar with locations, *i.e.* more county level visits.
- As more programming moves to the digital format (e.g. podcasts and zoom), there is an opportunity, and need to develop evaluation tools specific to that type of delivery.

Opportunities

- There is opportunity for departmental specialists to increase awareness and communication of current trends and new topics as this would help agents be more proactive and not reactive to address issues.

- It was specifically suggested by county extension agents for departmental specialists to develop more video content.

IV. Facilities

Challenges

The review committee did not learn of any strengths relative to facilities, other than the determination and can-do attitudes of faculty and staff to make their programs the best they can be, given the limitations of their current facilities. DHN is located in Funkhouser Building (1942) and Erikson Hall(1939) which are sorely outdated.

To meet CAFE Strategic Plan Goal 6, the DHN Department needs assistance from college administration. All members of the CAFE administration are fully aware of the facility issues facing DHN.

- Specifically, the Campus Kitchen at the University of Kentucky (CKUK), which is addressing student hunger issues on campus and in the community, does not have adequate space for safe meal preparation, meal service, and/or seating the 100+ students who come to the space for a congregate meal.
- Overall, current kitchens and service areas provide students with a sub-standard experience from which they build their knowledge and background for food service systems and management.
 - Members of the review committee expressed concerns about student safety in these facilities. Heating and cooling are some of the biggest concerns for classrooms, offices, and the Campus Kitchen; where rooms fluctuate from 50°F in winter to over 90°F in summer.
 - Crowded classrooms and laboratory spaces result in students standing in extreme temperatures, limiting both productivity of students and faculty.
 - Accessibility is limited. The existing elevator is often non-functional and repairs are not timely, leading to ADA compliance concerns.
 - This past year members of DHN have also been exposed to dust and noise pollution from the constant construction on Funkhouser Building, outside Funkhouser Building, and on the Chemistry-Physics Building, which disrupts classroom lectures and exams.
- There is a critical need for redesigning classroom space with smart classroom technology and interactive space to modernize facilities.
- Community space is lacking in Funkhouser Building, which hinders the ability of DHN to grow the enrollment of human nutrition and dietetics majors and to support retention efforts.

Opportunities

- Faculty, staff, and students are on the frontline of the facilities issues. For the department, there is opportunity to document these challenges with college administration and PPD.
- Create a database to allow everyone in the department to keep track of building issues.
- Continue to contact PPD when a problem occurs, so they can see first-hand the building issues for DHN.
- Schedule a visit to DHN with CAFE and UK administrators to highlight positive aspects of programs (Campus Kitchen and Lemon Tree), and limitations created by building issues.

- Include students and external stakeholders to emphasize that growth is limited with existing facilities.

V. Administration

People are the greatest strength in the department, and the review team heard repeatedly that staff are valued and strong contributors to the department. **The collaborations externally are as valued as the students in the department.**

Strengths

- People generally stated that the department was collaborative, student-centered, collegial, and supportive.
- Faculty are comprised of strong early career and established lecturers and assistant professors who are enthusiastic, committed, and willing to drive departmental success forward.
- The department is poised to move to the next level of serving students and the community.
- The department houses two undergraduate degree programs, a dietetic internship, and an undergraduate certificate. The department also co-directs a second undergraduate certificate and a graduate certificate.

Challenges

- New graduate programs will advance the department, but will require additional faculty and staff.
- The business office position has remained vacant.
 - This position is critical to support departmental business and pre-award opportunities.
 - Faculty research success is limited without staff support in this position.

Opportunities

- Strengthen faculty community.
 - An informal early career faculty group would permit faculty to share experiences in faculty-specific areas (extension, research, and teaching).
- Develop a strong strategic focus/vision that is defined, communicated, and engages all stakeholders:
 - Specifically with an expansion of undergraduate and graduate programs.
 - Current Chair has been interim for two years—develop and communicate a plan for a permanent chair.
- Develop a system to ensure full integration of non-UK graduates into the UK dietetic internship program.
- Alumni want to come on campus and be engaged.
 - Invite them to the Lemon Tree and coordinate the event with CAFE Office of Philanthropy and Alumni to provide visitor parking at E.S. Good Barn.
 - Engage them in the facilities discussions and show them that the facilities have not changed to illustrate needs.
 - Create more targeted alumni networking opportunities for potential donors to market the research and new programs of DHN to alumni, and the greater community.

- Leverage alumni resources to provide instruction for teaching, mentorship of students (primarily graduate entering workforce), and identification of preceptors/internship opportunities.

VI. Recommendations

The committee heard very positive opinions on nearly all aspects of the department from each stakeholder group during the comprehensive listening sessions. The following recommendations are presented to address specific issues the department faces going forward, and provide guidance to improve on the already exceptional programs.

1. Work with other departments in HES, CAFE administration, and the Office of Philanthropy & Alumni to develop creative plans to raise funds to improve current facilities and to address future facilities for the Department. (CAFE Goal 6)
2. Work with College and UK administration to develop a comprehensive plan to improve teaching environments to enhance student-learning experiences. (CAFE Goals 1 & 6)
3. Develop long-range plans to address stability and growth in the department. (CAFE Goals 3, 4, & 5)
 - a. A Department Chair should be searched for and appointed consistent with other units in the college. The Chair's position and staffing needs to ensure balance in faculty and staff responsibilities to meet the needs of new program initiatives and graduate programs within the department. (CAFE Goal 3)
 - i. A permanent chair (six-year term) is necessary to ensure the success of the MS-RD program.
 - ii. A permanent chair (six-year term) is necessary to oversee resources for development of the PhD program.
 - b. Staffing relative to faculty and support staff roles need to be established for program growth. (CAFE Goals 4 & 5)
 - i. Conduct a resource analysis.
 - ii. Establish training needs for ensuring growth.
 - iii. Leverage existing community collaborations to fill gaps. (see recommendation 6)
4. Establish a clear trajectory for faculty mentorship that builds into the strengths of departmental teaching, research, and extension; and provides mentorship specific to individual faculty career goals, as well as departmental goals. (CAFE Goal 3)
 - a. This will likely involve seeking mentors from outside the department and college.
 - b. Balance expectations with clear communication on departmental expectations and consistency for promotion and tenure.
5. Hire the business officer position. A portion of the responsibilities of this position should be focused on faculty and staff needs in pre- and post-award grants management. (CAFE Goal 3)
6. Enhance existing relationships with extension agents and alumni to advance program offerings. (CAFE Goal 2)
 - a. Examine ways to formalize student engagement in extension programs.
 - b. Continue to engage students in extracurricular research offerings and to secure funding to support undergraduate research projects.
 - c. Leverage alumni resources throughout DHN.

- d. Consider an assessment survey to determine engagement types, levels, and opportunities for alumni.
 - e. Develop events to bring alumni to campus to see the community created by the DHN faculty, staff, and students.
7. Develop plans to implement the new online MS program that includes goals for staffing needs and student recruitment and retention. (CAFE Goal 1)
 8. Outline long-range plans for a multidisciplinary PhD program to enhance departmental growth. (CAFE Goals 1, 2 & 5) Develop a benchmark and program demand study to understand potential enrollment size and unique aspects of a potential new PhD program. Integrate faculty research efforts into PhD program plans.

Appendix

Table 1. Comparison of average TCE (Teacher / Course Evaluations) scores for DHN and CAFE instructors; 2016-2019.

	I consider this course to be a quality course (5 point scale)		The instructor provided quality teaching (5 point scale)	
	DHN	College	DHN	College
Fall 2019	4.4	4.3	4.4	4.3
Spring 2019	4.4	4.3	4.6	4.5
Fall 2018	4.3	4.3	4.5	4.4
Spring 2018	4.4	4.2	4.5	4.4
Fall 2017	4.3	4.2	4.6	4.3
Spring 2017	4.3	4.2	4.6	4.3
Fall 2016	4.3	4.2	4.3	4.3

Date:	Before April 12, 2020 (pre-site visit preparation)
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As needed	Review Departmental Self-Study at https://administration.ca.uky.edu/ppr . Tricia Coakley will coordinate with all committee members to test Zoom functions and orient committee before meetings begin.
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Date:	April 12, 2020
Day 1:	Sunday

4:00 – 5:00 pm EST	Committee meeting with Dr. Janet Mullins, department chair, for discussion of Departmental Self-Study.
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Date:	April 13, 2020
Day 2:	Monday

9:00 – 10:00 am EST	Meeting with College of Agriculture, Food and Environment Dean Cox and Associate Deans for Faculty Resources, Planning and Assessment, Drs. Brian Lee and Lisa Collins. Committee receives their charge from Dean Cox and Dr. Lee reviews rules and procedures.
10:00 – 11:00 am EST	Virtual tour of departmental facilities with Dr. Mullins and other faculty/staff tour guides. Continuation of prior Zoom meeting with additional guests joining at 10:00 am. Attendees arriving early will enter waiting room while committee concludes working session.
11:00 – 11:30 am EST	Break
11:30 – 12:30 pm EST	Meeting with departmental staff, departmental faculty committee members recused.
12:30 – 1:30 pm EST	Meeting with departmental faculty.
1:30 – 2:00 pm EST	Break
2:00 – 3:00 pm EST	Meeting with departmental undergraduate students, departmental faculty and staff committee members recused.
3:00 – 4:00 pm EST	Meeting with departmental graduate students, departmental faculty and staff committee members recused.
4:00 - 5:00 pm	Break
5:00 – 7:00 pm EST	Committee working session and breaks at committee discretion

Date:	April 14, 2020
Day 3:	Tuesday

9:30 – 10:15 am EST	Meeting with Dietetic interns, departmental faculty and staff committee members recused.
10:15 – 11:00 am EST	Meeting with Dietetic preceptors, departmental faculty and staff committee members recused. Continuation of prior Zoom meeting with a change of attendees. Attendees arriving early will enter waiting room while committee concludes working session.
11:00 – 12:00 pm EST	Meeting with Family and Consumer Sciences Extension Agents, departmental faculty committee members recused.
12:00 – 1:00 pm EST	Break
1:00 – 2:00 pm EST	Meeting with major UK partners and collaborators
2:00 – 3:00 pm EST	Meeting with departmental faculty (for faculty who could not attend April 13 meeting)
3:00 – 3:30 pm EST	Break
3:30 – 4:15 pm EST	Meeting with Associate Deans Dr. Bob Houtz, Research Dr. Carmen Agouridis, Instruction Dr. Laura Stephenson, Extension Dr. Orlando Chambers, Administration (facilities) Dr. Brian Lee, Faculty Resources, Planning and Assessment Note- additional college Executive and Operations Council members may be invited to attend if available at the committee's discretion.
4:15 – 5:15 pm EST	Meeting with departmental alumni, departmental faculty and staff committee members recused.
5:15 – 7:00 pm EST	Committee working session and breaks at committee discretion

Date:	April 15, 2020
Day 3:	Wednesday

10:15 – 10:45 am	Meeting with Pamela Gray, CAFE Philanthropy
11:30am–12:00pm EST	Meeting with Dr. Carmen Agouridis, Associate Dean for Instruction
12:00 – 3:30pm EST	Committee working session with breakout groups, subcommittees, and breaks at committee discretion
3:30 – 4:30 pm EST	Committee presents preliminary findings to Dean and Executive and Operations Council of the College of Agriculture, Food and Environment.

Review Committee

Dr. John Obrycki, Chair	Professor, UK Entomology
Dr. Tammy Stephenson	Associate Professor, UK DHN Director of Undergraduate Studies
Austyn Erikson	MS Student, Nutrition & Food Systems
Danielle Barrett	Extension Agent Family & Consumer Sciences McCreary County
LaToya Drake	Extension Agent Family & Consumer Sciences Barren County
Marianne Smith Edge	President, MSE & Associates, LLC Past President, Academy of Nutrition and Dietetics; Past Member, UK Board of Trustees
Dr. Mike Pagliassotti	Professor, Lillian Fountain Smith Endowed Chair in Nutrition, and Department Head, Food Science and Human Nutrition
Dr. Lindsey Haynes-Maslow	Extension Specialist, North Carolina State University
Dr. Yolanda Jackson	Lecturer DHN
Renee Fox	Communication and Marketing Specialist
Dr. Kimberly Tumlin	Assistant Professor, College of Public Health, Epidemiology

Support for Review Committee

Dr. Brian Lee
Tricia Coakley

Office Phone #
859-257-7249
859-257-7041

S:\Asst Dean\Periodic Program Reviews\Departmental PPRs\DHN Site Visit Agenda

4/14/20

Periodic Review Implementation Plan

Unit Name: Dietetics and Human Nutrition

Date: August 30, 2021

Recommendation/ Suggestion	Source I/E/H*	Accept/ Reject**	Unit Response/Rationale (include goal or objective alignment)	Actions (including needed resources & Approximate Costs)	Time Line
1. Work with other departments in HES, CAFE administration, and the Office of Philanthropy & Alumni to develop creative plans to raise funds to improve current facilities and to address future facilities for the Department. (CAFE Goal 6)	E	A	Funding is necessary to support immediate improvements to current facilities and to address future facility needs of the department. Improvements to classroom space, labs, dining areas, and common area spaces will enhance student, faculty, staff, alumni, and collaborator partner engagement and support student recruitment and retention as well as support student engagement. As well, improvements to departmental infrastructure will support grant funding opportunities and research endeavors by faculty, staff, and students.	Survey alumni to determine their interests and opportunities for engagement in diverse activities.	2020-2026
				Continue to develop and enhance alumni relations through regular offerings of alumni events – minimum of two events per year.	2020-2026
				In collaboration with CAFE Office of Philanthropy, develop a comprehensive list of departmental needs and strategize opportunities to secure funding.	2021-2022
				Capitalize on innovative funding opportunities, including industry, that arise to generate funds to support improvement to current facilities.	2020-2026
2. Work with College and UK administration to develop a comprehensive plan to improve teaching environments to enhance student-learning experiences. (CAFE Goals 1 & 6)	E	A	Improvements to DHN teaching and learning environments are a priority to support the student-learning experience for both undergraduate and graduate students.	Renovations and ongoing maintenance to DHN common areas in Funkhouser Building (1 st and 2 nd floors). \$150,000 <ul style="list-style-type: none"> Nourish: Farm-to-Fork (FB 207) – in collaboration with School of Interiors and project funded through Sustainability Challenge Grant, complete renovations to CKUK kitchen and dining space. 	2020-2021

Periodic Review Implementation Plan

				<ul style="list-style-type: none"> • Hallways – removing dated bulletin boards and signage and fresh coat of paint. • Conference room – converting to a multi-purpose room that can be used for meetings, studying, and spill-over space for Nourish: Farm-to-Fork. • DHN Student Lounge – re-configure FB 210 as a student lounge to enhance student engagement and building community. • Installation of monitors and digital signage through UK Digital Signage. • Installation of new UK-branded signage - office doors and common areas as well as way-finding. 	<p>2021-2022</p> <p>2021-2022</p> <p>2021-2022</p> <p>2021-2022</p> <p>2021-2022</p>
				<p>Technology enhancements to Funkhouser Building Room 115 classroom, including installation of new projector and computer. \$5,000</p>	<p>2020-2021</p>
				<p>Renovations and ongoing maintenance to Lemon Tree restaurant dining area in Erikson Hall. \$50,000</p>	<p>2022-2026</p>
				<p>Renovations and ongoing maintenance to Performance Nutrition & Body Composition Laboratory to best serve research participants and paying clients. \$1,000</p>	<p>2020-2026</p>

Periodic Review Implementation Plan

				Secure additional office space to accommodate research team associates, student workers, and other new hires.	2020-2026
<p>3. Develop long-range plans to address stability and growth in the department. (CAFE Goals 3, 4, & 5)</p> <p>a. A Department Chair should be searched for and appointed consistent with other units in the college. The Chair's position and staffing needs to ensure balance in faculty and staff responsibilities to meet the needs of new program initiatives and graduate programs within the department. (CAFE Goal 3)</p> <p style="padding-left: 20px;">i. A permanent chair (six-year term) is necessary to ensure the success of the MS-RD program.</p> <p style="padding-left: 20px;">ii. A permanent chair (six-year term) is necessary to oversee resources for development of the PhD program.</p> <p>b. Staffing relative to faculty and support staff roles need to be established for program growth. (CAFE Goals 4 & 5)</p> <p style="padding-left: 20px;">i. Conduct a resource analysis.</p> <p style="padding-left: 20px;">ii. Establish training needs for ensuring growth.</p>	E	A	<p>In accordance with college and university regulations, the process for appointing a permanent Chair will begin Fall 2020 with a goal of completion by early 2021.</p> <p>The department is currently understaffed to support the growth in extramural grant funding, program offerings (e.g. ACP, MS NFS online, two undergraduate certificates, graduate certificate), Extension programming, and other initiatives of the department.</p>	<p>Conduct search for DHN Chair in Fall 2020 with Chair in place in early 2021. [Implemented and Completed]</p> <p>Chair will lead department in conducting a resource analysis relative to staffing needs of the unit to support departmental growth.</p>	<p>2020-2021</p> <p>2021-2022</p>

Periodic Review Implementation Plan

<p>iii. Leverage existing community collaborations to fill gaps. (see recommendation 6)</p>				<p>Work with the college to secure recurring funding to support the three DHN staff and faculty positions currently totally or partially un-funded (DHN Director of Community Outreach, DHN Instructor shared position for practicing health professional, and DHN Director of Communications and Marketing).</p> <p>Strategize faculty and staff roles related to the Accelerated Coordinator in Dietetics and leadership for, and management of, the Supervised Professional Practice (SPP) in Dietetics.</p> <p>Update departmental training manuals and processes.</p> <p>Strategize opportunities to hire adjunct faculty and/or part-time-instructors (including DHN alumni) to fill gaps in instruction and/or program management that arise as a result of faculty securing extramural grant funding.</p>	<p>2020-2023</p> <p>2021-2022</p> <p>2020-2026</p> <p>2020-2026</p>
<p>4. Establish a clear trajectory for faculty mentorship that builds into the strengths of departmental teaching, research, and extension; and provides mentorship specific to individual faculty career goals, as well as departmental goals. (CAFE Goal 3)</p> <p>a. This will likely involve seeking mentors from</p>	E	A	<p>Establishing a structured mentoring program for both staff and faculty is a priority for the department. The department will capitalize on mentoring resources and programs already available at the college and university level.</p>	<p>Capitalize on the college-wide faculty and staff mentoring programs, involving faculty and staff as both mentors and mentees.</p> <p>Identify best practices of mentoring programs and develop a structured staff and faculty mentoring program and resources that includes staff and faculty both in the department, as well as in other units throughout the college and university.</p>	<p>2020-2022</p> <p>2023-2025</p>

Periodic Review Implementation Plan

<p>outside the department and college.</p> <p>b. Balance expectations with clear communication on departmental expectations and consistency for promotion and tenure.</p>			<p>Faculty effort in instruction, research, outreach/Extension, and service will be established according to college and university regulations and guidelines and communicated with faculty in a timely manner. The DHN Statement of Evidence of Activity will be re-evaluated and, if recommended, updated.</p>	<p>Develop a course offering and teaching matrix that spans at least two years. Strategize opportunities for faculty to have consistency and continuity in instructional responsibilities.</p> <p>When necessary due to time committed to grant-funded projects, recruit qualified adjunct faculty for instructional coverage. When appropriate, explore PTI opportunities with research coordinators/project managers supporting DHN projects.</p> <p>Department Chair will initiate DOE discussion with faculty as part of APR discussion (or in early spring if no APR during a given year). If possible based on departmental needs, include professional development time on DOE for junior faculty. For full transparency, share DOE recommendations with all faculty in department.</p> <p>DHN Chair's Advisory Committee will lead efforts to evaluate the DHN Statement of Evidence of Activity to ensure clear communication and consistency for promotion and tenure.</p>	<p>2020-2022</p> <p>2020-2026</p> <p>2021-2022</p> <p>2021-2022</p>
<p>5. Hire the business officer position. A portion of the responsibilities of this position should be focused on faculty and staff needs in pre- and post-award grants management. (CAFE Goal 3)</p>	<p>E</p>	<p>A</p>	<p>A full-time permanent business officer is essential to ensure that the department is adhering to all established policies and procedures, to allow for expansion of the number of grants submitted and funded, to support growth in the MS in Nutrition and Food Systems (and associated growth in graduate assistantships), and</p>	<p>Hire business officer with 1.0 FTE in DHN to support:</p> <ul style="list-style-type: none"> • pre- and post-award grants management. This is necessary as the number of faculty and staff applying for and receiving grant funding 	<p>2021-2022</p>

Periodic Review Implementation Plan

			to support innovative departmental projects (and associated cost/service centers).	<p>from diverse funding sources increases.</p> <ul style="list-style-type: none"> • management of current DHN cost centers and establishing new cost and/or service centers in the department. • the increase in the number of DHN employees – research project coordinators, hourly workers, graduate assistants. • the robust business procedures necessary to meet college and university standards and guidelines. • supervision of administrative assistant and DHN student office worker(s). 	
<p>6. Enhance existing relationships with extension agents and alumni to advance program offerings. (CAFE Goal 2)</p> <p style="padding-left: 20px;">a. Examine ways to formalize student engagement in extension programs.</p> <p style="padding-left: 20px;">b. Continue to engage students in extracurricular research offerings and to secure funding to support undergraduate research projects.</p>	E	A	<p>The department has incorporated student experiential learning into Extension program development in courses and dietetic internship experiences. Such opportunities will continue to be expanded.</p> <p>All BS Human Nutrition students complete an UG research project as part of their program requirements. Many BS Dietetics students participate in UG research with DHN faculty as well as others on campus.</p>	<p>Develop a process for documenting and reporting on student engagement in Extension programming.</p> <p>Strategize opportunities to write proposals and secure funding to support such experiential learning (e.g. USDA Higher Education Challenge Grant).</p> <p>Develop an UG Research opportunities page on the DHN website – update the website regularly with current research opportunities available to students.</p>	<p style="text-align: right;">2021-2023</p> <p style="text-align: right;">2021-2026</p> <p style="text-align: right;">2020-2021</p>

Periodic Review Implementation Plan

<p>c. Leverage alumni resources throughout DHN.</p> <p>d. Consider an assessment survey to determine engagement types, levels, and opportunities for alumni.</p> <p>e. Develop events to bring alumni to campus to see the community created by the DHN faculty, staff, and students.</p>			<p>DHN alumni are active and involved professionals with recognized expertise in a wide variety of areas.</p> <p>DHN has not conducted a comprehensive survey with alumni and there is an opportunity to conduct such a survey to determine engagement types, levels, and opportunities for alumni.</p> <p>Once short-term renovations to the DHN shared spaces have been completed, the department will actively engage with alumni to determine individual and group opportunities to visit campus and meet with faculty, staff, and students.</p>	<p>Strategize opportunities to work with students to submit proposals to secure funding in support of UG research projects. Work closely with the Office of UG Research on such opportunities.</p> <p>Survey alumni on their interest in an “Alumni Seminar” series with presentations (online, in person, or through podcast) by DHN alums and faculty/staff.</p> <p>Establish a mentoring program between alumni and students/dietetic interns to best support the life cycle of DHN students and student success.</p> <p>Develop qualitative data collection process to determine engagement types, levels, and opportunities for alumni.</p> <p>Create opportunities for alumni to visit campus and engage with faculty, staff, and students (e.g. Performance Nutrition and Body Composition Lab, Nourish: Farm-to-Fork, DHN student lounge).</p> <p>Develop opportunities for alumni to participate in service activities with DHN faculty, staff, and students. For example, alumni volunteer shifts with the Campus Kitchen at the University of Kentucky (CKUK) and serving meals as part of the Nourish: Farm-to-Fork programming.</p>	<p>2020-2026</p> <p>2021-2022</p> <p>2022-2023</p> <p>2022-2023</p> <p>2021-2026</p> <p>2021-2026</p>
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Periodic Review Implementation Plan

<p>7. Develop plans to implement the new online MS program that includes goals for staffing needs and student recruitment and retention. (CAFE Goal 1)</p>	E	A	<p>Establishing an innovative, timely, and quality fully online MS in Nutrition and Food Systems (MS NFS) option is a priority for the department. Given changes to the credentialing requirements for the dietetics profession, entry-level professionals (as of 2024) will need a master's level degree. As such, there is an opportunity to offer a high-interest MS NFS.</p> <p>In Spring 2020, a proposal was submitted to UK Online and the UK Provost Office for funding consideration (\$50,000). This funding will support the staffing necessary (one-year) to establish a robust fully online offering for the MS NFS. The goal is for generated tuition revenue (NTR funding) to support staffing necessary to sustain the program and anticipated growth in enrollment.</p>	<p>Secure funding to develop DL coursework and fully online option for the MS NFS. \$50,000</p> <p>Secure university approval for the fully online MS option.</p> <p>Develop marketing plan and, once all approvals have been secured, begin marketing of program through UK Online. \$5,000</p> <p>First class of MS NFS online students begin program.</p> <p>Secure funding (originally planned on NTR funding model to support) to support staff time to manage fully online program.</p>	<p>2020-2021</p> <p>2021-2022</p> <p>2021-2022</p> <p>2022-2023</p> <p>2022-2026</p>
<p>8. Outline long-range plans for a multidisciplinary PhD program to enhance departmental growth. (CAFE Goals 1, 2 & 5) Develop a benchmark and program demand study to understand potential enrollment size and unique aspects of a potential new PhD program. Integrate faculty research efforts into PhD program plans.</p>	E	A	<p>At this time, the Accelerated Coordinated Program in Dietetics (BS/MS option for dietetics to meet ACEND 2024 requirements) and a fully online option for the MS in Nutrition and Food Systems are graduate education priorities for the department.</p>	<p>Accelerated Coordinated Program in Dietetics (ACP).</p> <ul style="list-style-type: none"> • Secure university and ACEND approval for the program. • Begin marketing of the program. • First class of ACP students is selected. <p>MS in Nutrition and Food Systems (MS NFS) fully online option.</p> <ul style="list-style-type: none"> • Secure funding to develop DL coursework and fully online option for the MS NFS. • Secure university approval for the fully online MS option. 	<p>2020-2022</p> <p>2021-2022</p> <p>2022-2023</p> <p>2020-2021</p> <p>2021-2022</p>

Periodic Review Implementation Plan

			<p>Once those two programs are established with students enrolled, DHN will explore opportunities for a multidisciplinary PhD program. The department will begin the process of developing a benchmark and program demand study of a potential new PhD program and explore opportunities for collaborations with other units in the college.</p> <p>Through growth in extramural grant funding, faculty in the department will explore opportunities to recruit and hire post-doctoral fellows to support grant-funded projects.</p>	<ul style="list-style-type: none"> Develop marketing plan and, once all approvals have been secured, begin marketing of program through UK Online. First class of MS NFS online students begin program. <p>Conduct benchmark and program demand study for a PhD program.</p> <p>Discuss potential for collaborations on a PhD program with other units in college.</p> <p>Include post-doctoral positions as part of grant proposals.</p>	<p>2021-2022</p> <p>2022-2023</p> <p>2023-2026</p> <p>2023-2026</p> <p>2021-2026</p>
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*Source of Recommendation (I = Internal/Self-study recommendation; E = External Review Committee recommendation; H = Unit Head recommendation)

**Accept/Reject Recommendation (A=Accept; R=Reject) as negotiated between self-study stakeholders and Unit Head.

Unit Head Signature: <i>Lanny J. Stephenson</i>	Date: 10/27/2021
Unit Head Supervisor Signature: <i>Nancy M. Cox</i>	Date: 10/27/2021